



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference

Open to External Candidates

Position Title : **Consultant**
Duty Station : **IOM, Vientiane**
Classification : **Ungraded**
Type of Appointment : **Short-term consultancy**
Estimated Start Date : **23 November 2018**

Closing Date : **13 November 2018**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

Context:

Under the overall supervision of the Head of Office (HoO) and the direct supervision of the Project Officer in IOM Vientiane, the consultant will support the Combatting Human Trafficking through Reinforcing Judicial Capacity (CHARJ) Project to design and develop a Training Manual on Interview Skill for law enforcement officers. CHARJ project aims to assist the Government of Lao People's Democratic Republic (PDR) to bolster law enforcement efforts to more aggressively deter, investigate, and prosecute trafficking and build enhanced technical skills for criminal justice officials and civil society actors on prosecution, protection, and prevention to combat transnational crime to meet the minimum standards for the elimination of trafficking.

In Lao PDR, the core technique for better investigation and collection of evidence is witness interviews. Prosecutors have the authority to interview victims and witnesses during the investigation and pre-trial stages. However, persuading victims to cooperate and provide the details needed to identify the case as Trafficking in Persons (TIP), or to enable prosecution, requires skills and the application of appropriate interview techniques.

The training manual will be developed in order to guide master trainers of the Office of Supreme People's Prosecutor to deliver the interview skill training effectively to prosecutors and frontline officers across Lao PDR. The training manual will include techniques of interviewing trafficked victims, and existing good practices for Lao law enforcement practitioners, particularly the PEACE model (Planning and Preparation, Engage and Explain, Account, Closure, and Evaluation) and Achieving Best Evidence (ABE) guidelines. It will also cover key differences between interviews of suspected victims of trafficking in persons who are potential witnesses in court cases and those in other forms of crime, the importance of interview plan, and a number of practical steps that will assist law enforcement officer to plan an interview of a victim-witness of TIP.

Core Functions / Responsibilities:

1. Prepare a draft outline of the Training Manual on Interview Skill for law enforcement officers, particularly prosecutors of Lao PDR in consultation with IOM.
2. Develop the comprehensive Training Manual on Interview Skill for law enforcement officers in line with the the PEACE model, ABE guidelines and existing good practices for Lao law enforcement practitioners.
3. Revise and improve the draft training manual upon the feedback of IOM and the government counterparts.
4. Submit the final draft of training manual to IOM in a timely manner as agreed.

Required Qualifications and Experience

Education

- Master's level degree from an accredited academic institution with minimum 5 years' work experience or a Bachelor's degree with at least 7 years of increasingly responsible professional experience in counter trafficking, preferably in South East Asia or Lao PDR.

Experience

- Previous professional experience working in counter trafficking field, including developing and delivering related training curriculum.
- Proven experience in working with law enforcement agencies.
- Previous experience in similar training manual development.
- Experience in delivering the interview skill training.
- Cultural and gender sensitivity and ability to work with people from different backgrounds.
- Experience in working with IOM or other UN Agencies as well as host country government will be an asset.

Languages

- Fluency in English is required.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

- Sound knowledge and familiarity with the legal framework of TIP in the region and Lao PDR.
- Knowledge and familiarity with law enforcement sector in the region and Lao PDR.
- Knowledge of the technique to interview victims of TIP, particularly the PEACE model and ABE guidelines.
- Knowledge of the TIP issues in Lao PDR and the region is desirable.
- Ability to work under pressure and adhere to agreed timelines.

Other

- Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.
- Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency.
- This vacancy is open to external candidates, and applications from qualified female candidates are especially encouraged. Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

How to apply:

Interested candidates are invited to submit application package via e-mail: LaoHR@iom.int by **13 November 2018** at the latest with mention the reference code **LASVN2018-16** in the subject line. Please submit below documents with your application:

- Application
- CV
- Proposal with draft work plan
- Financial quotation
- Previous work sample

Only shortlisted candidates will be contacted.