

CALL FOR APPLICATIONS



International Organization for Migration (IOM)
The UN Migration Agency

The International Organization for Migration is seeking qualified International Experts for the following position based in Türkiye.

Vacancy Notice Number:	CON#2024/017
Position Title:	Consultant (Immigration and Border Governance)
Classification:	Consultancy Contract
Duty Station:	Türkiye
Deadline of Applications:	18 January 2025
Number of People to be hired	Multiple
Category:	Internal & External

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.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

General Functions:

Türkiye is facing serious challenges with irregular migratory movements in the region due to its unique geographical location bridging Europe and Asia with over 2,949 kilometers land borders and a coastline that spans 8,484 kilometers. Therefore, Türkiye plays an important role in fighting against smuggling and trafficking as well as any other type of organized transnational crime, linked with irregular migration.

Since 2014, IOM Türkiye Immigration and Border Governance (IBG) Unit, partnering with relevant Turkish authorities, has been implementing multiple projects for enhancing legal, operational / institutional and managerial structures and capacities of Turkish border control authorities in strengthening immigration and border management tools and policies in line with international best practices. These actions also include encouraging comprehensive migration management efforts, and promoting international, regional and inter-institutional cooperation on border management.

Major Duties and Responsibilities:

IOM Türkiye IBG Unit is calling for international and national experts to support the implementation of current and prospective project activities under its portfolio. All interested experts are invited to apply to this call that aims the creation of IOM Türkiye IBG expert roster for the support in implementation of existing and future projects. Recruited experts are to provide technical assistance, conduct field and desk researches and needs assessments, draft training curricula and strategy papers, draft study visit reports, guidelines, as well as to tangibly contribute to elaboration and implementation of expert consultations,

workshops, conferences and delivering tailor-made trainings under the supervision of the relevant project manager.

The Main Areas of Expertise

Within this context IOM Türkiye IBG Programme is seeking competent international and national experts under the 5 components listed below;

Component 1: Border Controls (Security)

- Integrated Border Management
- Travel document fraud detection - document examination
- Interview techniques for first and second line border controls/detection of transnational organized crime
- Data-driven risk/threat analysis related to border management
- Airport security
- Passenger assessment and behavior analysis for detection of travel document fraud
- E-learning systems, development of interactive training materials
- Intervention without resorting to armed force
- Port Health Services
- Health security at airports
- Gender Mainstreaming at border controls
- Human rights at border management

Component 2: Visa, Residency Systems and Readmission (Policies and procedures)

- Procedures for Inadmissible (INAD) Passengers
- Comparative Analysis of Multiple visa regime of different countries
- ID management/visa/migration context of Algeria, Bangladesh, Morocco, Pakistan and Somalia
- Return, readmission
- International biometric data exchange (legal, technical and operational aspects)
- Identity verification and registration
- Settlement Law and related procedures

Component 3: Radiation Control Capacity and Mail & Express Courier Control (Customs/proliferation)

- Customs radiation detection and control capacity
- Nuclear and Radiation Protection and Safety
- Radiological emergencies and illicit trafficking, alarm response
- Best approaches and practices in radiation detection and control
- Risk profiles portfolio for mail and express cargo transshipments
- Open-Source Data and Analytics

Component 4: Border Management Information System (BMIS) and Personal Data Protection Standards (Technical)

- Border Management Information Systems (BMIS), API-PNR analysis
- BMIS integrations/interfacing/inter-connectivity
- Biometric Data Usage and Interoperability
- Personal data management

- Identity management
- Comparative analysis of border and migration management systems of the EU and other global good practices

Component 5: Addressing Irregular Migration, Counter Migrant Smuggling and Human Trafficking (Policies and procedures)

- Management of irregular migration
- Interview techniques for identification of Victims of Human Trafficking (VoT) and vulnerable migrants
- Referral mechanism for VoTs and vulnerable migrants
- Analysis of mixed migration flows
- Judicial investigation of migrant smuggling
- Identification of forced labour
- Inter-Cultural communication
- Law enforcement ethics
- Administrative detention
- Alternatives to immigration detention
- International practices of investigative techniques and international cooperation & collaboration between agencies

Required Qualifications and Experience:

Education:

- University / Relevant Vocational Academy degree with minimum 10 years of relevant professional experience in the field of Immigration and Border Management (Masters / PhD will be considered advantageous)

Experience:

- Proven Professional and / or Academic experience in at least one of the above-mentioned components
- Professional experience in working with relevant public institutions
- Excellent oral and written English skills (for both international and national experts)
- Competency in Turkish will be considered advantageous
- Excellent drafting and presentation skills

Languages:

- Fluency in **English** is required.
- Working knowledge of **Turkish** is advantageous.

Required Competencies

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

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.

- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators *level 2*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Other:

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

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, accreditation, any residency or visa requirements, and security clearances.

How to Apply:

Experts interested in being included into the Expert Roster and take part in activities of the current and upcoming projects implemented by IOM Türkiye, are invited to apply through sending their up-to-date CVs, motivation letter, indicating their area of interest and expertise (Annex I), and name of the position applied with its VN number in the subject line of the e-mail to iomtrjobs@iom.int. or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sok. No:24 06610, Çankaya, Ankara Türkiye by the end of **18 January 2025**.

Vetted Experts' CVs will be added to the Expert Roster, which is an internal tool that will be used solely for the purposes mentioned hereinabove. The CVs will be selected from the roster in order to facilitate a possible recruitment on a short and mid-term basis as experts to work on specific projects' activities. The exact duration of engagement, conditions related to remuneration etc. will be determined separately for each activity.

ANNEX I : (Please kindly indicate which component subject you would like to apply and fill the personal information sections)

Name:

Surname:

<i>Years of Experience for the selected subject(s)</i>	Component 1: Border Controls (Security)	Component 2: Visa, Residency Systems and Readmission (Policies and procedures)	Component 3: Radiation Control Capacity (Customs/proliferation)	Component 4: Border Management Information System (BMIS) and Personal Data Protection Standards (Technical)	Component 5: Addressing Irregular Migration, Counter Migrant Smuggling and Human Trafficking (Policies and procedures)