



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY ANNOUNCEMENT OPEN TO EXTERNAL CANDIDATES

Position Title:	Researcher (Human Trafficking)
Duty Station:	Albania
Vacancy Notice no:	2017/05
Classification:	Consultant
Type of Appointment:	Consultancy (<i>90 effective working days</i>)
Estimated start date:	18 September 2017
Estimated end date:	20 July 2018
Closing date:	25 August 2017
Reference Code:	VN REF 2017/05

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:

This role is based within the Albania country office of the International Organization for Migration (IOM) to work on a new research project entitled 'Vulnerability to Human Trafficking: A Study of Vietnam, Albania and Nigeria' funded by the Modern Slavery Innovation Fund at the UK Home Office. The research project is a partnership between the University of Bedfordshire and the IOM.

The project's primary objectives are:

- To explore socio-economic and political conditions, plus other contextual factors in Vietnam, Albania and Nigeria that create 'vulnerability' to trafficking for both adults and children.
- Review existing academic and 'grey' literature on trafficking within these countries, particularly focusing on interventions and identification of good practice.
- Explore the needs of identified victims of trafficking from the three countries plus carry out research in the UK.

Methodology

The study will be mainly qualitative, although there will be some quantitative aspects. The study will be undertaken according to the following methodology:

Literature review

- Desk-based research on trafficking on human trafficking within Vietnam/Albania/Nigeria and from the relevant country to the UK;
- Desk-based research on good practices to combat human trafficking in the respective country.

Qualitative study - purposive sampling strategy

- Minimum of 20 semi-structured interviews with key informants in each country (Vietnam, Albania, Nigeria and UK);
- Minimum of 20 semi-structured interviews with 'victims' of trafficking in each country (Vietnam, Albania, Nigeria and UK).

Quantitative elements

- Data extraction from IOM human trafficking databases.

Scope

The post holder will play a key role in delivering this project. The post involves assisting with the drafting of appropriate research tools for conducting research interviews in Albania; contributing to a Literature Review on 'vulnerability' to trafficking; considering ethical conduct during research; helping set up and taking part in Shared Learning Events within Albania; ongoing collection of qualitative and quantitative data; ongoing monitoring of quality of data and analysis of data collected; plus a range of administrative and communication activities.

Core Functions/Responsibilities:

The Researcher will be responsible for the following:

1. Support with the planning and delivery of a Shared Learning Event Albania to share learning and experiences around human trafficking; including the identification of relevant stakeholders to participate in the event, the identification of relevant topics for inclusion and presenters for the agenda, as well as reviewing event reports;
2. Provide expert advice on research literature appropriate for inclusion in a Literature Review on causes of trafficking and on good practice relating to human trafficking interventions;
3. Provide expert advice on appropriate search terms for the literature review on human trafficking within Albania;
4. Provide assistance with the design and refinement of research tools, including interview questions and appropriate sampling techniques, and the framework for data analysis (quantitative and qualitative);
5. Conduct 40+ semi-structured interviews with key informants (20) and 'victims' of human trafficking (20) within Albania;
6. Transcribe qualitative data and translate into English language, as appropriate;
7. Contribute to data extraction and analysis from locally held databases about cases assisted;

8. Ensure all qualitative and quantitative data is transferred securely to IOM and University of Bedfordshire staff;
9. Provide advice and guidance on standard ethical research practices and ensure all research conducted is carried out in accordance with ethical protocols devised for the project;
10. Work and coordinate closely with other members of the local IOM Country Office, IOM UK and University of Bedfordshire staff during the course of the research project;
11. Perform such other duties as may be assigned.

Deliverables / Reporting

- List of relevant stakeholders for Shared Learning Event;
- Input to Shared Learning Event agenda and presentations;
- Input to Shared Learning Event Report;
- List of relevant search terms for the literature review, along with copies/links to relevant literature;
- Reviewed version of interview questions and sampling methodology;
- Interview transcripts for 40+ semi-structured interviews with key informants and 'victims' of human trafficking within Albania safely transferred to IOM and University of Bedfordshire staff;
- Interim report to be submitted approximately half way through the consultancy (maximum 10 pages);
- Final report to be submitted at the end of the consultancy (maximum 20 pages).

Required Qualifications and Experience:

This assignment can be undertaken either by an individual consultant or a firm that provides consultants with relevant expertise. The consultant can be local or international.

Applicants should possess the following qualifications and expertise:

- Relevant academic background (Master Degree preferred) in social science, political science, human rights, migration, international law, etc.;
- At least 3 years' experience in research and/or practice on human trafficking or a closely related topic;
- Strong expertise and experience in participatory qualitative and quantitative research methods;
- Good research skills including applied methodologies;
- Excellent analytical, interpersonal and communication skills;
- Fluency in English and the relevant local language, as appropriate;
- Knowledge of socio-political issues affecting Albania, including migration and human trafficking issues;

Resources, Timing, Conditions

Timing: The target date for commencement of the consultancy is Monday 18 September 2017. The date for completion is July 2018 with an estimated 90 effective working days during the period.

Supervision: the consultant will be supervised jointly by the IOM Office in Albania, the IOM office in the UK and the University of Bedfordshire. Regular monitoring and review meetings will be conducted to examine progress and address any challenges.

Conditions: the consultant will use his/her own office materials and computer in the execution of the assignment. The consultant will be responsible for his/her own travel to the relevant country (if they are not locally based), along with accommodation, subsistence and all other costs.

The outputs of this consultancy will be the property of IOM and the University of Bedfordshire and advanced permission will need to be sought for outputs to be reproduced in any other manner.

Desirable Competencies

Behavioral

- Takes responsibility and manages constructive criticism;
- Works effectively with all stakeholders;
- Promote continuous learning; communicates clearly;
- Takes initiative and drives high levels of performance management;
- Plans work, anticipates risks, and sets goals within the area of responsibility;
- Displays mastery of subject matter; g) contributes to collegial team environment;
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation;
- Displays awareness of relevant technological solutions;
- Works with internal and external stakeholders to meet resource needs of IOM.

Technical

- Effectively applies knowledge of anti-trafficking and migration management issues within the organizational context.

How to apply:

Interested candidates are invited to provide the following:

- A copy of their CV;
- A one-page Cover Letter detailing how their skills, experience and knowledge meet the requirements, as outlined above and specifying the motivation for applying. This should also include the consultant's daily rate;
- Example of previous relevant research papers (preferably through a web-link);
- Two written professional references.

The email address for submissions is: HumanResourcesTirana@iom.int

Alternatively, the application can be sent to the following address, quoting the above vacancy notice title/number:

IOM Tirana Human Resources
Rruga Ibrahim Rugova, Nd. 42, H. 12, Apt. 4
Tirana, Albania

Only shortlisted candidates will be contacted.