



International Organization for Migration (IOM)  
The UN Migration Agency

## VACANCY ANNOUNCEMENT OPEN TO EXTERNAL CANDIDATES

Position Title:	International Consultant
Duty Station:	Tirana, Albania
Vacancy Notice no:	2017/06
Classification:	Consultancy
Type of Appointment:	Short-Term Assignment ( <b>25 working days</b> ) - Home based
Estimated start date:	8 September 2017
Estimated end date:	15 November 2017
Closing date:	<b>25 August 2017</b>
Reference Code:	<b>VN REF 2017/06</b>

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 and direct supervision of the Project Coordinator, the successful candidate will contribute to the successful implementation of the project “*Contributing to sustainable reintegration of victims of trafficking in persons in Albania*” implemented by IOM Tirana as part of the implementation of the Results Framework of the Government of Albania and United Nations Program of Cooperation (2017-2021). This project specifically is part of the UN Support under Outcome 2: Women, men, girls and boys, especially those from vulnerable groups, have access to inclusive, equitable and quality social services and benefit from increased investments for enhanced social cohesion in line with their rights through the financial support of the Swedish Government. The overall objective of the project is to contribute to the development and adoption of standards of social care for reintegration process of victims of trafficking in Albania as specifically elaborated in the “*Priorities and Action Plan for 2016-2017 in the area of anti-trafficking*”.

### ***Core Functions / Responsibilities:***

The International Consultant will be responsible for the development of Standards of social care for reintegration process of victims of trafficking in Albania. He/she will work in cooperation with a national consultant, and will be responsible for:

1. Conducting, in close coordination with the National Consultant (he/she will be responsible for managing the national consultant), a desk review of the existing policy, institutional framework in Albania including “*Guidelines for implementation of the*

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#### **Mission in Albania:**

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- national standards of social care for trafficked persons or persons at risk of trafficking in residential centres” and other relevant materials already developed;
2. In coordination with IOM Tirana and with the support of the National Consultant, identifying stakeholders and conduct interviews and meetings as needed;
  3. Develop a first draft of the document of “Standards of social care for reintegration process of victims of trafficking in Albania”;
  4. Incorporate and reflect regional and international expertise and inputs received by IOM during the process of establishing reintegration standards and ensure that the best international examples are reflected in the document developed for Albania;
  5. Present the document of “Standards of social care for reintegration process of victims of trafficking in Albania” in two validations round tables with stakeholders and partners in Tirana;
  6. Incorporate recommendations from the round tables and prepare the final document of “Standards of social care for reintegration process of victims of trafficking in Albania” to be handed over to the Albanian Authorities.

### **Expected outputs (Deliverables)**

- Present the first draft of the document of “Standards of social care for reintegration process of victims of trafficking in Albania” within the **6 October 2017**;
- Present the document of “Standards of social care for reintegration process of victims of trafficking in Albania” in two validation round tables with stakeholders and partners in Tirana. The first one day workshop to be organized in Tirana within **first half of October 2017** and second one day workshop to be organized in Tirana **second half of October 2017** (exact dates to be decided in consultation with the consultant);
- Incorporate recommendations from the round tables and prepare the final document of “Standards of social care for reintegration process of victims of trafficking in Albania” to be handed over to the Albanian Authorities within **15 November 2017**.

### *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.

#### **Desirable Qualifications and Experience**

- Master’s Degree/ University Degree in a field relevant to the assignment, such as social sciences, political sciences, counter trafficking studies, or other relevant fields;

- Professional and previous experience in assisting government institutions to draft policy and/or standards and procedures in Albania and elsewhere;
- Very good knowledge of counter trafficking issues in Albania;
- Demonstrated leadership abilities and organizational capacity;
- Strong interpersonal and communication skills;
- Can work independently and as part of a team;
- Results-oriented;
- Good computer skills;
- Full working knowledge of English. Knowledge of the Albanian language is an asset;
- Excellent writing skills.

**How to apply:**

Candidates with the required qualifications should submit a Curriculum Vitae **or** IOM Personal History Form together with a Cover Letter of not more than one page length specifying the motivation for applying and indicate the daily rate for this consultancy to the following e-mail address: [HumanResourcesTirana@iom.int](mailto: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.*