



CALL FOR APPLICATIONS

Functional position title	Consultant(s)/Expert(s) to develop and disseminate a Toolkit on victim-centric best practices investigations and prosecutions
Duty Station	Home-based, with field trips as necessary / Bucharest, Romania
Type of Appointment	Consultancy Contract for a total of 10 (ten) months
Estimated Start Date	March 1 st 2022

Established in 1951, the International Organization for Migration 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.

- 1. Duty Station of the Consultancy:** Home-based, with field trips as necessary / Bucharest, Romania
- 2. Duration of Consultancy:** 10 (ten) months
- 3. Nature of the consultancy:**

The Consultant(s) will be responsible for drafting and disseminating a **toolkit on successful investigations and prosecutions**. The toolkit will be developed taking into consideration the the experiences, techniques and practices identified by the project team. The toolkit will include practices pertaining to the recording of interviews, legal representation of victims by a consistent and knowledgeable practitioner; the suppression of victims' names, remote testimony, forensic psychological assessment and expert testimony, witness/victim protection, evidentiary procedures; and the drafting of such victim-centred, trauma-focused legislation, mechanisms and guides in accessible language to enhance understanding and utilization.

Consultancy services for developing and disseminating a Toolkit on victim-centric best practices investigations and prosecutions

4. Project Context and Scope:

IOM is implementing a 24-month project titled "Leading a United Pathway to anti-Trafficking Action (LUPTA)" funded by the US Department of State through the Bureau of International Narcotics and Law Enforcement Affairs. The project's overall objective is to advance and contribute to the Romanian Government's endeavours in successfully implementing Romania's National Strategy for 2018-2022 and National Action Plan for Combating Trafficking in Persons.

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5. Specific deliverables:

- Organize and participate in working group meetings with relevant national and international stakeholders for the identification of a common ground for the adoption of a common practice, strategy, and vision towards attaining the objectives of the project.
- Coordinate the collection of best practices, research, development and dissemination of the victim-centric toolkit on best practices investigations and prosecutions, drawing upon the experience, techniques and practices developed by the task forces, disseminated and used to train law enforcement and justice sector actors across Romania.
- Facilitate task-force peer-review of practices. In this contribution, the expert(s) must bring both international perspective, as well as experience at a Romanian national level.
- Finalize the draft toolkit and submit the document to IOM and the stakeholders for validation and approval.
- Disseminate the toolkit and organize a launch event for law enforcement and justice sector actors across Romania.
- Monitor the implementation of the toolkit.

Timetable of deliverables:

Months 1-2	<ol style="list-style-type: none"> 1. Analyse the existing legislative/regulatory procedures and policy documents, reports, studies, existing practices in Romania and guidelines relevant for the assignment. 2. Participate in the expert discussion with key actors to achieve consensus on the structure, scope and technical aspects of the draft regulatory framework.
Months 3-4	<ol style="list-style-type: none"> 1. Produce the first draft concept of the toolkit of victim-centric best practices investigations and prosecutions, drawing upon the experience, techniques and practices developed by the task forces, reflective of discussions and agreements reached in meeting with key actors. 2. Participate in expert working group discussion to achieve consensus on the content of the first draft concept. 3. Submit the first draft concept to IOM.
Months 5-8	<ol style="list-style-type: none"> 1. Participate in working meetings with representatives of other state and non-state stakeholders, with the aim of validating the content of the victim-centric toolkit. 2. Adjust the draft regulatory framework following the discussions with the stakeholders. 3. Submit the updated draft concept to IOM. 4. Disseminate the toolkit and the detailed profile analysis of VoTs to frontline actors (including immigration authorities, border police, localized law enforcement and criminal justice sector actors) in counter trafficking area. 5. Organize a launch event for law enforcement and justice sector actors across Romania, based on the toolkit. 6. Submit the final toolkit to IOM.
Months 9-10	<ol style="list-style-type: none"> 1. Oversee the implementation of the toolkit and submit suggestions on how to improve the toolkit, according to the needs resulted from the implementation. 2. Submit a personal report on the work produced under the present ToR.

6. Performance indicators for the evaluation of results

- 1) Desk and fieldwork research. To perform a desk-review of best practices of case management, investigation and prosecution techniques of trafficking in persons cases to feed into the development of new/innovative interdisciplinary tools to the Justice Sector, in line with the list of issues mentioned under Section 3 of this ToR, and in consultation with key actors . The purpose of the desk research will be to contextualize and provide the background for the fieldwork research consisting of meetings, consultations and interviews with relevant stakeholders, where possible given the current sanitary crisis (Covid-19).
- 2) To analyse the issues mentioned under Section 3 of this ToR in light of the latest international reports, recommendations and best practices in the field of trafficking in persons, victim protection, care, investigations and prosecution.
- 3) Following the performance of the above-mentioned tasks, to develop the victim-centric best practices investigations and prosecutions toolkit, in coordination with IOM and key actors.
- 4) Share the information with the Focal Point based in Bucharest and update them monthly on the disaggregated data compiled.
- 5) To coordinate and participate in working group meetings with relevant national and international stakeholders for the identification of a common ground for the adoption of a common practice, strategy and vision towards attaining the objective mentioned in Section 3.
- 6) Finalize the draft toolkit and submit the document to IOM and the stakeholders for validation and approval.
- 7) Disseminate the toolkit and the detailed profile analysis of VoTs to frontline actors (including immigration authorities, border police, localized law enforcement and criminal justice sector actors) in counter trafficking area.
- 8) Organize a training for law enforcement and justice sector actors across Romania, based on the toolkit.
- 9) Report on a monthly basis on the activities conducted and the realities/issues encountered on the ground and make relevant recommendations.

7. Education, Experience and/or skills required

- University degree in Law, public administration or other relevant field;
- A combined proven work experience of at least 5 years within the criminal justice system, law enforcement, analytical/research tasks and project implementation of counter-trafficking initiatives;
- Excellent proven knowledge of the Romanian counter-trafficking landscape and regulatory framework;
- Knowledge of international procedures, innovative instruments and mechanisms for the protection of human rights, protection and assistance of victims in human trafficking, and the prosecution and investigation of human trafficking crimes;
- Experience in performing analysis/research of complex legal issues;
- Proven knowledge of the needs of victims of trafficking, in particular throughout the criminal justice process;
- Demonstrated multidisciplinary approach to case-management with proven ability to foster

relationships with key stakeholders including government authorities, inter-governmental institutions, the private sector, UN agencies and national and international NGOs.

8. 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

- **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.

Languages:

Fluency in English and Romanian

How to apply:

Interested candidates are invited to submit their applications including:

- The CV in Romanian and/or English
- A cover letter not exceeding one page and a list of publications
- The financial offer.

In case of a team of Consultants the offer will include all CVs, the specific role and responsibilities of each member and the corresponding financial offer.

Applications will be submitted to bucharestapplication@iom.int by **11th February, 2022 at 16:00 pm** (Bucharest time) referring to **Call for applications_CON 02**.

For an application to be considered valid, IOM only accepts applications duly completed. Only shortlisted candidates will be contacted.

Appointment will be subject to certification that the candidate(s) is medically fit for the position.

Posting period:

From 02.02.2022 to 11.02.2022