The International Organization for Migration is seeking qualified Turkish Nationals and non-Turkish nationals holding a valid residence permit for the following position based in Ankara, Turkey.

<table>
<thead>
<tr>
<th>Vacancy Notice Number:</th>
<th>SVN#TR/2019/197</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position Title:</td>
<td>Feasibility/Cost Analysis Expert</td>
</tr>
<tr>
<td>Duty Station:</td>
<td>Ankara-Turkey</td>
</tr>
<tr>
<td>Classification:</td>
<td>Consultancy</td>
</tr>
<tr>
<td>Deadline of Applications:</td>
<td>22 October 2019</td>
</tr>
</tbody>
</table>

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 environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

**General Functions:**

IOM defines alternatives to immigration detention (ATDs) as “any legislation, policy or practice, formal or informal, that prevents the unnecessary detention of persons for reasons relating to their migration status”. The consideration of ATDs is linked to and derives from the right to liberty and security of person that is enshrined in all core international human rights instruments. In this frame, the states have a legal obligation - in line with the principles of necessity and proportionality - first to examine carefully alternative measures to detention and, only then resort to detention (if it has been established that alternatives are not sufficient to achieve the aim pursued). Several different types of alternatives in the specific context of migration can be listed; such as open or semi-open facilities, registration mechanism, reporting mechanism, designated residence system, bail, bond and surety options and a supervision system.

As stipulated in the Law on Foreigners and International Protection (LFIP), immigration detention of irregular migrants in removal centres can only be applied in specific cases and on specific grounds: namely, in cases where there is a risk of absconding; breach of entry and exit rules; use of forged documents; risk to public security, health and order; or if the irregular migrant did not leave the country in the designated period. In the current context, DGMM is implementing regular reporting obligation as an alternative measure to immigration detention, especially to irregular migrants released from detention. However, no systematic analysis assessing other alternative measures applicable in the Turkish context has been undertaken.

Given that immigration detention is an exceptional measure and is not an applicable sanction for all irregular migrants, robust assessment procedures for appropriateness of placing particular irregular migrants in detention as well as development of non-custodial alternative measures - particularly for vulnerable migrants (such as children; asylum seekers; migrants with serious health conditions; LGBTI persons; pregnant women; single parents; victims of torture, ill-treatment and domestic violence; the elderly and persons with disabilities etc) - are essential for ensuring non-arbitrariness, necessity and proportionality principles.

Within this background, and in line with the national action plan on irregular migration where conducting a feasibility study on ATDs was indicated as one of the actions to be taken, the project aims to support DGMM to explore and implement humane and financially sound ATDs policies that can be effectively implemented in the current context, so as to simultaneously encourage individual compliance with migration procedures and respect the right to liberty. Development of effective ATDs system will also ensure the principles of non-arbitrariness, necessity and
proportionality and will contribute to efficient management of removal centres due to the possible decrease of the workload.

**Major Duties and Responsibilities:**

Under the supervision of IOM, the consultant will be directly responsible for conducting the analysis. IOM shall be available in case of further explanation and clarification is needed through the process. IOM will assist the consultant with liasing with key stakeholders in case of need. The consultant is expected to undertake this assignment by developing a rigorous methodology that includes desk review of the best practices, international norms and standards and, if necessary, visiting removal centers and consulting with the relevant actors such as DGMM HQ and Provincial Directorates of Migration.

The consultant can identify and propose other methodological tools, if deemed necessary. The consultant is also expected to prepare reader-friendly and comprehensive analysis reports. The working language of the communication and development of outputs foreseen by this consultancy is English and Turkish.

Duties of the consultant shall include:

a) Develop a research methodology as well as a research plan to conduct the feasibility and cost analysis, present the methodology to the IOM for their review and comments, and incorporate these comments into the final methodology.

b) Provide outline of the final report to IOM for their review and approval to proceed for drafting.

c) Facilitate the meetings/focus group discussions which will be conducted with the key relevant stakeholders to inform and conduct the feasibility study

d) Participate consultation meetings conducted in the framework of the project if requested.

e) In close cooperation with IOM and DGMM, assess the present conditions, map the situation of vulnerable migrant profiles in detention and explore at least four different possible alternatives to immigration detention; in line with the identified priorities (such as vulnerable migrant profiles) and required measures.

f) In close cooperation with DGMM, conduct cost analysis of detention and selected possible alternative measures to detention in Turkey and compare these costs through using relevant software.

g) Report back monthly on progress to IOM.

h) Develop and finalize a comprehensive feasibility and cost analysis report in coordination with IOM and based on the results of the desk review and interviews/focus group discussions in the field.

i) Submit the final version of feasibility and cost analysis report with aforementioned components in Turkish and English.

**Objective(s) of the Consultancy:**

To conduct a comprehensive feasibility and cost analysis for the development of ATD options in Turkey by focusing on effectiveness, practicality and cost efficiency, in view of different migrant profiles, through interviews and/or focus group discussions with government officers in DGMM HQ, Provincial Directorates of Migration Management and, if necessary, other relevant stakeholders (such as local NGOs, academia, migrant groups).

The aim is the identification of best international and European practices in applying ATDs to irregular migrants, which could be implemented in the national context, keeping in mind the existing institutional and financial limitations.

**Required Qualifications:**

**Education:**

- Master’s degree level in economics, social sciences, public administration, finance, industrial engineering or any other related field; with minimum 5 years of overall working experience.
- Possession of a PhD in any of these fields is highly desired.
Experience:

• At least 5 years of technical experience in field research, cost analysis or feasibility studies is essential;
• Experience in economic and financial analysis for project viability and budget formulations as well as knowledge on analytical software;
• Familiarity with technical issues related to detention, methods of cost-benefit analysis for detention and alternatives to detention within the context of irregular migration.

Languages:

• Fluency in Turkish and English is required.

Required Competencies

Values

• Inclusion and respect for diversity:
  Shows respect and sensitivity towards gender, culture, ethnicity, religion, sexual orientation, political conviction and other differences.
  • Encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
  • Promotes the benefits of diversity; values diverse points of view and demonstrate this in daily work and decision making.
  • Challenges prejudice, biases and intolerance in the workplace.

• Integrity and transparency:
  • Upholds and promotes the Standards of Conduct and Unified Staff Regulations and Rules.
  • Delivers on commitments; manages the organization’s resources reliably and sustainably.
  • Embraces and encourages transparency, balancing this with the need for discretion and confidentiality as appropriate.
  • Maintains impartiality and takes prompt action in cases of unprofessional or unethical behavior.
  • Does not abuse one’s position and acts without consideration of personal gain. Is motivated by professional rather than personal concerns.

• Professionalism:
  • Demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.
  • Seeks to raise professional standards in self and others through daily work and activities.
  • Adapts quickly to change and is decisive and versatile in face of uncertainty.
  • Shows self-control and persistence when faced with difficult problems and remains calm in stressful situations.
  • Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.

Core Competencies – behavioral indicators level 1

• Teamwork:
  • Establishes strong relationships with colleagues and partners; relates well to people at all levels.
  • Is fully aware of the team purpose, respects and understands individual and collective responsibilities.
  • Willingly puts in extra effort without being asked and adopts a "hands-on" approach whenever necessary to achieve team objectives.
  • Coordinates own work with that of the team to meet agreed priorities and deadlines.

• Delivering Results:
• Produces quality results and provides quality services to clients.
• Meets goals and timelines for delivery of products or services.
• Manages time and resources efficiently, monitoring progress and making adjustments as necessary.
• Shows understanding of own role and responsibilities in relation to expected results.

• Managing and sharing knowledge:
  • Keeps abreast of new developments in own field of competence and creates opportunities for knowledge management initiatives.
  • Shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
  • Puts new learning into practice and draws on diverse sources of ideas and inspiration.
  • Contributes to the identification of improvements to work processes and assists in implementing them.

• Accountability:
  • Accepts personal responsibility for quality and timeliness of work.
  • Takes ownership of all responsibilities within own role and honors commitments to others and to the Organization.
  • Operates in compliance with organizational regulations and rules.
  • Accepts and gives constructive criticism; acknowledges and corrects mistakes and apply lessons learned for improvement.

• Communication:
  • Presents information using language and sequence of ideas that is easy for recipients to understand.
  • Adapts communication to the recipient’s needs, asks questions to clarify, and exhibits interest in having two-way communication.
  • Encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.
  • Listens carefully and genuinely to the views and positions of others; acts on received information.

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

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

Please be advised that this is a local position and as such only applications from candidates with a valid residence / working permit residing in Turkey will be considered.

How to Apply:

Interested candidates are requested to submit their application including the most recent CV with a cover letter in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of the e-mail to to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbani Akboga Sok. No:24 06610, Çankaya, Ankara Turkey by the end of 22 October 2019.

Please note that only shortlisted candidates will be contacted.