CALL FOR CV
(Experts in the customs enforcement domain)

The International Organization for Migration is seeking qualified Turkish Nationals and International Experts for the following positions.

<table>
<thead>
<tr>
<th>Vacancy Notice Number:</th>
<th>VN#TR/2019/60</th>
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</thead>
<tbody>
<tr>
<td>Position Title:</td>
<td>Consultant (Customs Expert)</td>
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<tr>
<td>Classification:</td>
<td>Consultancy Contract</td>
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<tr>
<td>Duty Station:</td>
<td>Ankara, İstanbul, Antalya (to be decided based on activity)</td>
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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:

Over recent decades, in the wake of globalization, movements of people and goods have tremendously increased requiring enhanced immigration and border management structures to more efficiently and effectively manage the cross-border flow of people and goods. As a consequence, states remain confronted with a common challenge: how to best facilitate the legitimate movement of people and goods while maintaining secure borders.

Border agencies – notably customs, police and migration management authorities - are the primarily responsible for the processing of people and goods at points of entry and exit, as well as for the detection and regulation of people and goods attempting to cross borders illegally. Efficient border and immigration management policies and structures, supported by professional, well-trained customs, border and immigration officers, facilitate and foster enhanced movement management at borders and prevent irregular migration, enabling the detection of smuggled migrants and trafficked persons, with the ultimate objective of dismantling organized crime networks and protecting the rights of these vulnerable persons. Comprehensive and well-functioning border management structures, encompass both security and facilitation of legitimate cross-border flows of people and goods. Therefore, both aspects must complement and not contradict the other. Conscious of the implications of ineffective and inefficient border management structures, governments and donors continue to move towards investing more heavily in border management reform.

IOM Turkey IBM Programme works closely with Turkish partners to identify needs, determine priority areas, shape and deliver interventions, develop more efficient ways to manage immigration and borders, smoothly implement migration management frameworks and support capacity building of relevant institutions. IOM Turkey has successfully completed many projects designed to strengthen border control mechanisms, encourage comprehensive migration management efforts, promote international, regional and inter-institutional cooperation on border management. Since realities on the
ground and the goals of governments and other actors in migration management change over time in both nature and priority, the IBM Team’s activities continuously evolve to meet new migration challenges on the national, regional and international levels.

**Major Duties and Responsibilities**

In line with the abovementioned objectives and efforts, on 1 February 2019, IOM Turkey started implementing EU-funded project *Improvement of Customs Enforcement Capacity* in 3 Turkish airports specifically Istanbul, Ankara and Antalya. The objective of the project is to improve border security and surveillance in line with the EU’s integrated border management policies and strategies by supporting the strengthening of customs surveillance and control functions of the Ministry of Trade (MoT) in order to more efficiently deal with both intended and committed offences at airports. During 30 months of project implementation, it is planned to have around 70 activities that will be organized in close coordination with the MoT Directorate General of Customs Enforcement.

Activities to be implemented under the *passenger and cargo control, risk analysis, customs-related crime detection and prevention, aircraft search, detector dog handling* components include:

- gap and needs analysis,
- preparation of strategy documents and handbooks,
- study visits,
- development of training curricula and materials,
- delivery of ToT and cascaded trainings.

International and national experts will be recruited to deliver inputs in line with the abovementioned areas and in the framework of current as well as upcoming projects and to support IOM Turkey in providing technical assistance, conducting field and desk researches, drafting handbooks and strategy papers, drafting of guidelines and Standard Operating Procedures (SOP) working procedures as well as the relevant training curricula, elaboration and implementation of expert consultations, workshops, conferences and delivering tailor-made trainings.

**Required Qualifications and Experiences:**

- Practical and/or academic knowledge and experience in the field of Customs procedures and operations,
- Experience in institutional development and capacity building,
- Experience in drafting policy and strategy papers,
- Experience in drafting guidelines, SoPs, recommendations,
- Experience in developing training materials, curricula and delivering tailor-made trainings
- Excellent drafting skills,
- Excellent verbal and written English (knowledge of Turkish will be considered as strong asset)
- Previous practical and/or academic experience and knowledge on the region and on countries of origin will be considered an asset.

The incumbents are expected to demonstrate the following values and core 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

**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 Turkey, are kindly invited to apply through sending their up-to-date CVs and indicating their area of interest and expertise, to the following email address ([mmdroster@iom.int](mailto:mmdroster@iom.int))

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 of experts on a short and mid-term basis as consultants to work on specific projects’ activities. The exact duration of engagement, conditions related to remuneration etc. will be determined separately for each activity.