

CALL FOR CV



The International Organization for Migration is seeking qualified Turkish Nationals for the following position based in Multiple Duty Stations, Turkey.

Vacancy Notice Number:	SVN#TR/2021/03
Position Title:	Consultant (Forgery Detection and/or Risk Analysis)
Classification:	Consultancy Contract
Duty Station:	Multiple Duty Stations (Ankara, Istanbul, Izmir, Antalya, Gaziantep, Edirne) – Turkey

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:

With over 2,600 km of land borders and a coastline that spans 7,200 km, the government of Turkey has a network of approximately 203 land, sea and air border crossing points (BCPs) which are managed by law enforcement agencies under the MoI, including the Directorate General of Security-Turkish National Police (TNP). Document fraud is widely perceived as a serious problem affecting border control and internal security of any country. The verification of the authenticity of identity and travel documents is a key element of border checks and a pre-requisite for efficient border control. The continuous development and sophistication of the physical, optical, and electronic security features of travel documents currently in circulation poses increasing demands on for border control officers, who need to increasingly rely on the support of document inspection systems (DIS) using advanced functionalities as well as automated components.

As a European Union (EU) candidate country, Turkey aims at strengthening its legal and administrative structure as well as technical and physical capacity to establish and improve an Integrated Border Management (IBM) model. In the area of IBM, there are many institutions responsible for several tasks related to border management. The Counter Migrant Smuggling and Border Gates Department is one of these institutions, which is situated under TNP and is in charge of the verification of travel documents for those crossing the country's borders.

In line with the EU Acquis, Turkey is continuing to align its asylum and migration management legislation and frameworks to ensure it has the adequate material and human capacities to ensure its effective implementation. Accordingly, national sectoral strategies and development plans have been prepared and contain objectives of harmonizing legislation and standards with those of the EU. Turkey also signed a memorandum of understanding (MoU) with the European Border and Coast Guard Agency (EBCG Agency, also known as Frontex) in 2012 to cooperate in the areas of risk analysis, training as well as research and development. This project will seek to build on these existing partnerships to ensure the strengthening of forgery detection systems in Turkey.

Document security constitutes one of the benchmark requirements in Turkey's EU Visa Liberalization Roadmap. Under "Block 1", the recommendations included: "establish training programmes and adopt ethical codes on anti-corruption targeting the officials of any public authority that deals with visas, breeder documents or passports"; "promptly and systematically report to Interpol/LASP (Low-Altitude Surveillance Platform) database on lost and stolen passports" ; and "regularly exchange passport specimens, visa forms

and information on false documents, and cooperate on document security with the EU". IOM Turkey Counter Migrant Smuggling Unit works closely with Turkish partners to identify needs, determine priority areas, shape and deliver interventions, develop more efficient ways to detect forgery and risk analysis, smoothly implement migration management frameworks and support capacity building of relevant institutions. IOM Turkey has successfully completed several projects designed to strengthen border control mechanisms, encourage comprehensive migration management efforts, promote international, regional and inter-institutional cooperation on border management.

Major Duties and Responsibilities:

In line with the abovementioned objectives and efforts, on 22 December 2020, IOM Turkey started implementing EU-funded ***“Enhancing Capacities of Turkish National Police and Other Law Enforcement Agencies in Detection of Forgery in Travel Documents and Risk Analysis”*** project. The objective of the project is to contribute to the ongoing efforts of the Government of Turkey to address irregular migration in line with the EU standards and best practices by increasing the capacity of the TNP and related institutions in detecting forged documents, profiling passengers and conducting risk assessments related to irregular migration in Turkey. During 24 months of project implementation, it is planned to have around 60 activities that will be organized in close coordination with the TNP.

Activities to be implemented by national and international consultants under the Project are as follows:

- ***Developing training materials and delivering cascaded trainings on identification of forgery in travel and residence documents***
- ***Training of Trainers (ToT) on border gates and forgery detection***
- ***Conducting needs assessment for a risk analysis system***
- ***Developing training materials and delivering trainings on risk analysis at national and regional level.***

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 and needs assessments, drafting training manuals and strategy papers, drafting of study visit reports, guidelines, as well as the relevant training curricula, elaboration and implementation of expert consultations, workshops, conferences and delivering tailor-made trainings. The incumbents shall perform aforementioned dedicated works in close coordination with the project management team.

Required Qualifications:

Education, Experience & Languages:

- Proven knowledge and experience in the field of Detection of forgery in travel and residence documents and/or risk analysis procedures and operations at the border gates,
- Experience in institutional development and capacity building,
- Experience in drafting policy and strategy papers,
- Experience in drafting guidelines, 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.

Required 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 – behavioral indicators *level 1*

- **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.

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. The approval of current employer (If applicable) is necessary for holding this position and advance written permission from current employer is necessary before assigned duties.

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 and the city applied for in the subject line of the e-mail to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sok. No:24 06610, Çankaya, Ankara Turkey.

Please note that only shortlisted candidates will be contacted.