

## CALL FOR CV



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

Vacancy Notice Number:	<b>SVN#TR/2021/10</b>
Position Title:	<b>Consultant</b>
Classification:	Consultancy Contract
Duty Station:	Home based with possibility to visit to Ankara and/or provinces where RCs are located.

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 the last years, Turkey has developed a comprehensive legal and institutional framework, including the adoption of the Law on Foreigners and International Protection (LFIP), the establishment of the Directorate General of Migration Management (DGMM) and the implementation of secondary legislation providing the basis for effective migration management and international protection system in Turkey .

As per the LFIP, the DGMM is the designated authority in charge of issuing administrative detention and alternatives to immigration detention (ATD) decisions as well as managing Removal Centers (RCs) and following up ATD measures. Persons under administrative detention are accommodated at RCs for processing and/or for return procedures. As of January 2021, there were 26 RCs across Turkey, with a total hosting capacity of 16,108 persons<sup>1</sup>. As stipulated in the LFIP, the administrative detention for the purpose of deportation in RCs can only be applied for foreigners with deportation decisions and for the period until the person is deported and only in cases where there is a risk of absconding or disappearing; entry and exit rules have been breached; false or forged documents have been used; if the foreigner poses threat to public order, security or health; or if the foreigner has not left the country in the designated period. The duration of administrative detention for the purpose of deportation is also regulated in the Law and cannot exceed 12 months. Given that administrative detention is an exceptional measure and is not a procedure to be implemented for all irregular migrants, robust assessment procedures for the appropriateness of placing particular foreigners in immigration detention, ensuring international minimum standards of detention conditions, as well as development of non-custodial alternative measures - particularly for vulnerable individuals- are essential for ensuring non-arbitrariness, necessity and proportionality principles.

ATDs came into effect with an amendment in the LFIP on 24 December 2019. Accordingly, Article 57/A of LFIP stipulates seven different ATD measures: 1-residence at a given address, 2-regular reporting to the authorities, 3-family-based return, 4-counselling on return, 5-volunteering in public benefit services, 6-guarantee and 7-electronic monitoring. Within this background and in line with the principles of non-arbitrariness, necessity and proportionality, DGMM aims to implement humane and financially sound ATDs policies, that can simultaneously encourage individual compliance with migration procedures and respect the right to liberty.

<sup>1</sup> Information on the locations and capacities of Removal Centers can be accessed from <https://www.goc.gov.tr/geri-gonderme-merkezleri33>

IOM Turkey Counter Migrant Smuggling Unit works closely with Turkish partners in general and DGMM in particular to better manage irregular migration, to reinforce safeguards, standards and conditions at the RCs in line with international and EU standards and principles as well as to develop national capacities on ATDs. IOM Turkey has successfully completed several projects designed to improve the capacity and conditions of removal centres and to contribute the well-being of migrants in RCs, in line with the human rights standards. Moreover, the first standalone project on ATDs testablishing a baseline for development and implementation of ATDs policies in Turkey is being implemented by the same unit in close cooperation with DGMM.

### **Major Duties and Responsibilities:**

In line with the abovementioned background, IOM Turkey (leading agency) and UNHCR Turkey started to jointly implement “*Supporting Removal Centres' Capacities and Fostering Alternatives to Administrative Detention*” Project funded by the EU. The objective of the project is *to strengthen the institutional capacity of DGMM in managing removal centres and developing pathways to alternatives to detention*. During 36 months of project implementation, it is planned to have around 51 activities that will be implemented by IOM in close coordination with the DGMM.

In the framework of the aforementioned Project, IOM will contract several consultants with expertise in different thematic areas. The activities to be implemented through benefitting from consultancy services are as follows:

- *Conducting situation analysis and developing Standard Operating Procedures (SOPs) on health screening and contagious diseases in closed facilities,*
- *Conducting needs assessment and developing workflows on the internal control/inspection mechanism for RCs,*
- *Developing guidelines on crisis management in RCs,*
- *Conducting field visits and preparing detailed reports on harm reduction mechanism in closed facilities,*
- *Reviewing and conducting situation analysis on complaint mechanism in RCs,*
- *Developing needs assessment on psycho-social support (PSS) activities in RCs,*
- *Preparing training manuals on PSS and recreational activities in RCs for the use of PSS staff working in RCs.*
- *Developing information materials /brochures on the rights and obligations of persons subject to ATDs,*
- *Conducting a research and feasibility analysis on the establishment of less restrictive facilities as an ATD measure,*
- *Developing workflow processes for the implementation of ATDs.*

Experts with relevant thematic backgrounds 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 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:**

### **Education, Experience & Languages:**

- Practical and/or academic knowledge and experience in the field of irregular migration, international and EU standards and practices relevant to detention and, alternatives to immigration detention,
- Experience in institutional development and capacity building,
- Experience in conducting research, needs assessment and situation analysis
- Experience in drafting policy and strategy papers
- Experience in drafting guidelines, SoPs and workflows,
- 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 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](mailto: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.**