



Call for Applications

FOR THE CONSULTANCY CONTRACT OF: Cyber Security Specialist

1. **Duty Station of the Consultancy: Port Vila, Vanuatu**
2. **Duration of Consultancy: 4 Months (Mid-April – August 2024)**
3. **Nature of the consultancy: Category B Consultant**
4. **Project Context and Scope:** This project's overarching aim is twofold: raise community awareness about online trafficking in Fiji and Vanuatu, and bolster law enforcement's capabilities to effectively tackle this scourge. Partnering with Vanuatu Police Force, IOM has conceptualized two primary strategies. Firstly, the pressing need to bolster the investigative, prosecutorial, and management abilities of these forces concerning technology-based trafficking. This will entail not only skill and knowledge enhancement but also revamping online systems, procuring necessary equipment, and fostering a conducive environment for information sharing. The second facet of the strategy is expansive awareness-raising.

At its core, the project seeks to fortify regional law enforcement capacities and shield vulnerable populations from online threats. The project looks at:

- Conducting swift evaluations of police and relevant law enforcement agencies' capacities concerning technology-based trafficking.
- Providing specialized technical assistance to instruct officers and aid in investigations.
- Collaborating with pertinent governmental bodies to disseminate information about online safety, cybersecurity, and trafficking-associated risks in communities and educational institutions.

In summary, this initiative offers a comprehensive approach to countering the mounting challenges of online trafficking and cybercrimes, striving for a safer digital space in the Asia-Pacific region.

The consultancy is based on a project implemented by IOM in partnership with the Vanuatu Police Force and relevant state actors. The overall objective of the project is to strengthen states' capacities and enhance community awareness to prevent and respond to online or technology facilitated trafficking in Fiji and Vanuatu.

The Cyber Security Specialist will play a crucial role in supporting the Ministry of Internal Affairs (MoIA), more specifically the Vanuatu Police Force (VPF), Cyber Unit, National Intelligence Unit and Interpol Unit by providing expertise in cybersecurity measures, frameworks, and emerging technologies. The Cybersecurity Specialist will contribute to produce an assessment report, aligning with VPF's objectives, missions, and

Headquarters:

17 route des Morillons • C.P. 71 • CH-1211 Geneva 19 • Switzerland
Tel: +41.22.717 91 11 • Fax: +41.22.798 61 50 • E-mail: hq@iom.int • Internet: <http://www.iom.int>

goals. This includes developing the questionnaire, conducting the assessment, developing the report and providing recommendations on tools that could support the development of an online reporting system for Vanuatu Police Force.

5. **Organizational Department / Unit to which the Consultant is contributing:** The consultant will be working directly on the implementation of one Migrant Protection and Assistant Project called “Strengthening States Capacities and Enhancing Community Awareness to Prevent and Respond to Online and Technology-Facilitated Trafficking in Persons in Fiji and Vanuatu” (IOM Project Code: PX.0472).

The managing mission for this Project is IOM Fiji, with managerial oversight from the Fiji Chief of Mission and National Programme Officer from the Vanuatu Mission. The implementation of Vanuatu ONLY related activities will be coordinated and supervised by the IOM Vanuatu Head of Office and the National Programme Officer for the IOM Vanuatu mission, alongside the international consultant who will lead the day-to-day of activities.

The beneficiaries of the activities include Ministry of Internal Affairs, Vanuatu Police Force – National Intelligence Unit, Vanuatu Police Force – Interpol Unit, Vanuatu Police Force – Cyber Unit, Vanuatu Public Prosecutor Office (PP), Vanuatu Office of the Chief Information Office (OGCIO), National Security Council Secretariate (NSCS), Vanuatu Department of Immigration and Passport Services (VIS), Department of Customs and Inland Revenue (DCIR), Department of Labour (DoL), Department of Biosecurity.

6. Category B Consultant will carry out the following deliverable and will be paid in instalment;
1. **First deliverable** – Submit one inception report outlining methodology to be used in the assessment including outlining the assessment questionnaire – via email by 12 April, 2024.
 2. **Second deliverable** – Finalised One assessment report inclusive of recommendation of what the design of a secure online reporting application would look like – via email by 3rd May, 2024.
 3. **Third deliverable** – Design one secure online reporting software that includes trafficking case management system – 17th May, 2024.
 4. **Fourth deliverable** – Complete and test the Installation of the online reporting system including SOP/Manual on how to use the system – by 31st May, 2024.
 5. **Fifth deliverable** - Finalised one comprehensive cyber risk assessment report inclusive of recommendation on the establishment of cybersecurity strategies and protective measures (i.e an IRS) – 14th June, 2024.
 6. **Sixth deliverable** – Finalised one Cybersecurity Strategy – by 28th June, 2024.
 7. **Seventh deliverable** – Finalised one training material on the usage and maintenance of the online cybersecurity system – by 12th July, 2024.
 8. **Eight deliverable** – Lead and conduct 3 Pilot trainings, validate training materials and contextualised it to Vanuatu’s context – by 30th August, 2024.
7. **Performance indicators for the evaluation of results**
- Performance should be assessed according to the tangible and measurable outputs of the work assignment above.

Deliverable/payment	USD	Projectization/where to charge
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1	2,500.00	PX.0472.VU10.N1.08.001
2	2,500.00	PX.0472.VU10.N1.08.001
3	2,500.00	PX.0472.VU10.N1.08.005
4	2,500.00	PX.0472.VU10.N1.08.005
5	2,500.00	PX.0472.VU10.Q1.01.001
6	2,500.00	PX.0472.VU10.Q1.01.002
7	5,000.00	PX.0472.VU10.N1.03.004 (50)
8		PX.0472.VU10.N1.03.004 (50)
	20,000.00	

Project Outputs	WBS to charge	Total Cost to charge	Total
Output 1.1	PX.0472.VU10.N1.08.001	USD 5,000	USD 10,000
	PX.0472.VU10.N1.08.005	USD 5,000	
Output 1.2	PX.0472.VU10.Q1.01.001	USD 2,500	USD 10,000
	PX.0472.VU10.Q1.01.002	USD 2,500	
Output 1.3	PX.0472.VU10.N1.03.004	USD 5,000	

8. Education, Experience and/or skills required

- Master's Degree, preferably in IT & Business Management, Development Studies, Governance, Policing, Law and Social Sciences.
- Demonstrated experience in research/assessments for IT and business management.
- Minimum 5 years of experience working with research, policy development or analysis, preferably in the field of information technology and business management.
- Understanding of the Fiji and Pacific human trafficking context is an advantage.
- Experience in working with relevant government and non-governmental institutions and senior representatives in charge of counter trafficking in person policy and implementation/analysis would be a distinct advantage, as well as previous experience working in an international organization.
- Experience working in the Pacific region is preferable.

9. Travel required

In country travel to the provinces to conduct trainings.

10. Competencies

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.

- **Courage:** demonstrates willingness to take a stand on issues of importance.
- **Empathy:** shows compassion for others, makes people feel safe, respected and fairly treated.

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 actions and delegated work.
- **Communication:** encourages and contributes to clear and open communication. Explains complex in an informative, inspiring and motivational way.

How to apply:

Interested candidates are invited to submit their applications via email to HRCanberra@iom.int by 7 April 2024 at the latest.

Kindly indicate the reference code CON/VU/001/2024 followed by your full name in the subject line.

Applications should include:

- a) CV
- b) Cover letter
- c) IOM Personal History form which can be downloaded from this link <https://australia.iom.int/careers>

Only shortlisted candidates will be contacted.

Posting period:

From 26.03.2024 to 07.04.2024