



International Organization for Migration (IOM)
The UN Migration Agency

TERMS OF REFERENCE

Position Title : Training Consultant

Duty Station : Port Vila, Vanuatu

Classification : Consultant, Grade OTHER

Type of Appointment : Consultant, Six Months

Estimated Start Date : As soon as possible

Honorarium : Negotiable

1. Nature of the consultancy: To support the implementation of Gender-Based Violence (GBV) Prevention training in the context of Labour Mobility.

Objective of consultancy:

This position will support the IOM office in Vanuatu, with focus on the prevention of Gender-Based Violence (GBV) through the delivery of pre-departure training for participants in regional Labour Mobility programmes and their spouses and other close family members, with the possibility of additionally delivering an adapted version of this training for reintegration of returning labour migrants. During intervening periods between training, the Training Consultant will also be based in the Vanuatu Department of Labour (DoL) to support the delivery of additional Labour Mobility training, as needed.

Vanuatu is the Pacific Island country which sends the highest number of labour migrants to Australia and New Zealand annually, making this demographic a key priority group for training and education focused on opportunities to benefit from such programmes, both personally and interpersonally, whilst anticipating possible challenges associated with labour mobility to build resilience, strengthen communication skills and prevent GBV preceding, during and upon return from labour mobility placements.

This work builds upon the Famili Redi joint pre-departure training package for seasonal workers and their spouses, which was developed in partnership with the Vanuatu Department of Labour (DoL) and World Vision Vanuatu (WVV) under the **Spotlight Initiative**^[1]. The Spotlight Initiative is a global, multi-year partnership between the United Nations (UN) and the European Union (EU), focusing on eliminating all forms of violence against women and girls (VAWG). The initiative places SDG 5 at the center of efforts (as well as SDG 16) with the aim to provide an enabling environment for the implementation of all goals. The Spotlight Initiative provides a model for partnership with donors, civil society, and all UN partners, to deliver on the Sustainable Development Goals (SDGs) in a comprehensive manner leveraging comparative expertise. The Spotlight initiative in Vanuatu focuses on intimate partner (physical, sexual and emotional) violence to address the continuum of GBV in the country. The Spotlight Initiative builds on existing country specific commitments in Vanuatu to ending domestic and intimate partner violence.

^[1] <http://www.spotlightinitiative.org>

The Spotlight Initiative falls under the overall leadership of the UN Resident Coordinator, in line with UN Reform. The Recipient UN Organizations (RUNOs) for the **Vanuatu Country Programme** are: IOM, UNICEF, UNDP, and UNFPA. The Technical Coherence Lead is UNFPA.

Modules within the Famili Redi training were developed under Pillar 3 (Prevention) of the Spotlight Initiative, which focuses on providing support to the DoL to integrate a stronger emphasis on gender equality and Ending Violence Against Women and Girls (EVAWG) in pre- and post-training for seasonal workers. The UN will recruit a Gender and Migration Specialist to manage the implementation of Famili Redi under the Spotlight Initiative in Vanuatu in partnership with DoL and WVV, participate in the technical, reporting and communication mechanisms of Spotlight, and also support the adaptation of Famili Redi for delivery in the context of Reintegration training for returning seasonal workers and their spouses.

To ensure sustainability of this training and support the additional training priorities of DoL, the Training Consultant will also work in intervening periods in DoL, with dates determined in accordance with the Famili Redi workplan and resourcing needs of DoL.

Under the guidance of the IOM Chief of Mission and the DoL, the Training Consultant will work closely with stakeholders to further refine these activities through ongoing consultations. They will support involvement of civil society organisations/community based organisations (CSO/CBOs) in designing and implementation of the interventions and will validate their approach in partnership with DoL, WVV and the Vanuatu Labor Mobility Worker Support Working Group.

2. Project to which the Consultancy is contributing: Vanuatu Spotlight Initiative to Eliminate Violence Against Women and Girls

3. Tasks to be performed under this contract:

- Support facilitation of Famili Redi training in partnership with IOM colleagues and WVV
- Participate in and, as needed, present to the Vanuatu Labor Mobility Worker Support Working Group, chaired by the Vanuatu Department of Labour (DoL) and with secretariat support by World Vision Vanuatu
- Manage and support IOM colleagues and consultants in the successful implementation of tasks relating to the Spotlight Initiative and Labour Mobility, including research and communications
- In close coordination with the Gender and Migration Specialists, provide support to the baseline development and monitoring and evaluation framework for the Spotlight program, including the development of relevant tools to complete baselines for UN activities
- Support the development and refining of an adapted Famili Redi training for the context of Reintegration of labour migrants returning from work abroad
- Deliver, to a high quality and with consistency, DoL training including, but not limited to, Pre-Departure Briefings for labour migrants
- Provide technical guidance and insights from facilitation of Famili Redi training to strengthen the curriculum and enhance monitoring and reporting
- Provide Train the Facilitator Training on some or all modules of the Famili Redi training package

- Identify promising practices, research, technical expertise and strategic opportunities relating to EVAWG in the context of Labour Mobility arising from Famili Redi or related training curricula
- Identify and disseminate lessons learned and good practices
- Assist in developing programme related communications content, including social media updates, press-releases and other updates of the programme and disseminate as required;
- Identify linkages between Spotlight Programming and other relevant areas of intervention to support project development.
- Undertake duty travel as required to support programme implementation and other related activities.

4. Tangible and measurable output of the work assignment.

- Technical advice to support the Vanuatu Spotlight Initiative
- Be responsible for timely implementation of IOM's work under the Vanuatu Spotlight Initiative, including refinement of project activities
- High quality training delivery, monitoring and reporting on outcomes in line with Spotlight Country Programme Document and Labour Mobility workplans
- Regular updates to Gender and Migration Specialists, IOM team and, as needed, the Vanuatu Labour Mobility Worker Support Working Group

5. Realistic delivery dates and details as to how the work must be delivered.

- Tasks to be performed on a monthly basis in close coordination with IOM Gender and Migration Specialists, DoL and UN Spotlight Team according to the agreed workplan.

6. Performance indicators for evaluation of results (value of services rendered in relation to their cost).

- Performance should be assessed according to the tangible and measurable outputs of the work assignment above.

Required Qualifications and Experience:

Education

- University degree in Education, Political or Social Sciences, Climate Change, Sustainable Development, Refugee and Migration Studies, International Relations, Law or a related field from an accredited academic institution with five years of relevant professional experience; or
- Completed High School / Secondary school education with seven years of relevant professional experience.

Experience

- Experience in leading education and/or training sessions;
- Experience in facilitating dialogue or consultations with governmental authorities and local communities, as well as national and regional institutions;
- Experience in project development, implementation, monitoring and evaluation and reporting;
- Demonstrated expertise in gender and/or migration issues;
- Knowledge or experience of national issues and Pacific level issues an advantage;
- Excellent written and oral communication skills;
- Experience in working in a multi-partner or regional project and with UN agencies is an advantage;

- Prior experience working for a UN agency is an advantage.

Languages

- Fluency in English and Bislama languages are required.
- Note the consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.
- The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

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 organisational 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

- Emotional intelligence: recognises and capitalises on group dynamics to foster a respectful, insightful and educational learning experience
- Teamwork: develops and promotes effective collaboration for and among training participants, co-facilitators and other stakeholders to achieve shared goals and optimise 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.

Applicant must be based in Port Vila. If necessary, IOM may be able to facilitate the visa application process for successful applicant.

Other:

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, any residency or visa requirements, and security clearances.

No late applications will be accepted.

How to apply:

Interested candidates must submit 1) a duly completed IOM Personal History form 2) CV and 3) cover letter to HRCanberra@IOM.INT by 14 May 2021 at the latest, referring to this advertisement.

The IOM Personal History form can be downloaded from this link: <http://australia.iom.int/join-our-team>

Only shortlisted candidates will be contacted.

Posting period:

From: 30.04.2021 – 14.05.2021