

Call for CVs;

Organization or Agency: International Organization for Migration (IOM)
Position Title: Senior Consultant (“All-of-UN” Support to Iraqi nationals returned from Northeast Syria)
Organizational Unit: Community Stabilization Unit (CSU)
Duty Station: Baghdad - Iraq
Type of Contract: International Consultancy
Grade: Ungraded
Duration of Appointment: Three (3) months with the possibility of extension
Closing Date: 19th April 2021
Reference Code: CFCV2021/IRQ/071

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged, as well as the internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, the internal candidates are considered as first-tier candidates.

Context & Core Functions / Responsibilities

1. General Background

Thousands of suspected foreign fighters and hundreds of children and their caregivers have been captured in Syria and Iraq by state armed forces and non-state armed groups and transferred to detention. Additional tens of thousands of foreign women and children fled areas once controlled by ISIL/Da’esh, with approximately 31,100 Iraqi and 11,400 foreign women and children from more than 50 other countries still in camps in northeast Syria. Ninety per cent of the children in the camps are under the age of 12 and 50 per cent are under age five. All these individuals have limited access to food, medical care, clean water and other basic services. The protracted humanitarian situation in North East Syria and in detention facilities is not sustainable and living conditions are very poor, as the population in the camps suffer from a lack of adequate shelter, food, sanitation, education opportunities, healthcare, judicial processes, and prevailing insecurity and violence – all of which has been magnified by the COVID-19 pandemic. These conditions have resulted in the deprivation of their human rights and heightened vulnerability.

In response to this situation and to support Member States address the protection imperative political sensitivities, legal complexities, and security regarding the repatriation and reintegration of nationals with associations to ISIL/Da’esh, in 2020, the UN has developed a Global Framework for UN Support on Syria/Iraq Third Country National Returnees (Global Framework). This Global Framework is intended to support Member States to 1) protect and address the needs of returnee victims, including children, and 2) to develop comprehensive and tailored prosecution, rehabilitation, and reintegration strategies for individuals suspected of committing terrorist acts or offenses as outlined, in resolutions 2178 (2014), and 2396 (2017). Such strategies must be undertaken in accordance with international human rights law, international refugee law, and as applicable, international humanitarian law and be gender-responsive and age-appropriate.

The Global Framework was designed to create a coordinated approach and funding mechanism under which the UN can provide support to Member States on the protection, repatriation, prosecution, rehabilitation, and reintegration of returning individuals from Syria and Iraq, who may have alleged or actual links or family ties to

designated terrorist groups. The Global Framework enables a coordinated “whole-of-UN” response to the situation of individuals returning from Iraq and Syria, mainstreaming and integrating **human rights-based, age-appropriate, and gender-responsive approaches** to address the needs of men, women, boys and girls. The Global Framework also emphasizes that human rights considerations, protection needs, and a solid gender analysis, will need to be integrated and mainstreamed into every proposed action, backed and supported by dedicated human rights and gender experts, grounded in national legal frameworks and fully compliant with international law, including human rights, humanitarian, and refugee law.

To further its understanding of where and how it can further support the Government of Iraq (GoI) with the return of Iraqi Nationals from Northeast Syria the UN plans to conduct a comprehensive Joint Scoping Exercise. This Exercise brings together UN legal, human rights, gender, security, children protection and humanitarian expertise to identify needs and develop a risk-informed joint framework for the UN and GoI which articulates the principles and minimum conditions, resource mobilization strategies, and programmatic direction and activities for the provision of UN support.

The United Nations is seeking a senior consultant to coordinate this Joint Scoping Exercise.

This three-month consultancy (with possibility of extension) will be based in Baghdad, Iraq and may require travel nationally.

The incumbent of this consultancy will be personnel of IOM, under its full responsibility.

2. Purpose and Scope of Assignment

(Concise and detailed description of activities, tasks and responsibilities to be undertaken, including expected travel, if applicable)

Under the oversight of the Deputy Special Representative of the Secretary-General / Resident Coordinator / Humanitarian Coordinator (DSRSG/RC/HC), the administrative supervision of the Head, Community Stabilization in IOM and in collaboration with the UN Technical Coordination Committee (TCC) of the UN Country Team (UNCT) in Iraq and the Global Framework Steering Committee in Headquarters, the Senior Consultant will coordinate a joint scoping exercise to determine the principles and minimum conditions, resource mobilization strategies, and relevant programmatic activities and risk mitigation strategies required to support the protection, prosecution, rehabilitation, and reintegration of Iraqi nationals returning from camps in Northeast Syria, including those who have alleged or actual links or family ties to designated terrorist groups.

The Senior Consultant will support the work of UNOCT/UNCCT and will be responsible for the tasks outlined below. A detailed workplan will be developed and agreed at the start of the consultancy.

Monitoring and Progress Controls

- Conduct and coordinate a desk review and analysis of existing reports, assessments, evaluations, mapping exercises, legal and operational documents, policies and strategies, programme documents, lessons learned, and data gathering exercises.
- Conduct and coordinate an inventory and analysis of relevant existing national systems, legal frameworks, policies, and practices applicable to Iraqi citizens returning/returned from Syria, including but not limited to the application of due process, individual case assessment, provision of services, protection against inhuman treatment and arbitrary detention, community-based reintegration, criminal justice, juvenile justice and non-justice based approaches of individuals with perceived affiliation with ISIL, and other human rights, child rights, and gender considerations.
- Facilitate bilateral data collection through questionnaires, consultations, key informant interviews, and focus groups (internal and external) through field visits and/or virtual meetings.

- Coordinate and support the collection of gender-sensitive and human rights focused context analysis to provide the basis for a shared understanding of opportunities, risks, and needs, in collaboration with OHCHR and dedicated human rights and gender experts.
- Map existing programs in support of Iraqi returnees across all relevant Global Framework areas of interventions (UN and non-UN).
- Coordinate the analysis of the engagement, political will, interests, and capacities of national and local authorities and stakeholders relevant to the Global Framework.
- Coordinate the analysis of the needs of returnees, authorities and programmatic gaps (to include funding gaps) across all relevant Global Framework areas of intervention.
- Prepare and stress-test recommendations in regard to programmatic support required for differentiated human rights-compliant approaches for specific individuals or populations that could be provided in Iraq, highlighting applicability and requirements of the UN's Human Rights Due Diligence Policy.
- Through findings and analysis of the joint scoping exercise, lead the development of a joint United Nations - Government of Iraq Framework articulating the: objectives, principles, conditions, roles and responsibilities of the UN and GoI for expanded support, and recommended human rights-based and compliant, gender-responsive, age-appropriate, and needs-based programmatic support and safeguards to be put in place to enable the voluntary return and sustainable reintegration of Iraqi Nationals from northeast Syria.
- Develop a risk management matrix (legal, political, security, reputational, etc.) detailing risk, minimum conditions, and mitigating measures specific at the Project, Country, and Global levels, related to current and future UN support, with a specific focus on risks related to, inter alia, human rights violations, conflict sensitivity, 'Do No Harm' principles, and the rights of children.

Required Qualifications

Education

- Advanced university degree (Master's degree or equivalent) preferably in political science, international relations, international security, journalism or another relevant field is desirable. 2 years of additional experience may be accepted in lieu of the advanced university degree.
- A first-level university degree in combination with qualifying experience is required.

Experience & Skills

- A minimum of fifteen (15) years of progressively responsible experience is required.
- Experience in strategic planning, and inter-agency coordination is desirable.
- Experience in developing proposals for donors is desirable.
- Experience on counter-terrorism and preventing and countering violent extremism conducive to terrorism policy is desirable.
- Experience with the United Nations or other International Organizations is desirable.
- Experience in conflict resolution and consensus building is desirable.

Languages

- Fluency in oral and written English is required.
- Knowledge of Arabic or another official United Nations language is an asset.

Behavioral Competencies

Technical knowledge, skills, managerial competencies or other personal competencies relevant to the performance of the assignment:



Develops and implements sustainable business strategies, thinks long term and externally in order to positively shape the organization. Anticipates and perceives the impact and implications of future decisions and activities on other parts of the organization.



Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high standards of trustworthiness. Role model for diversity and inclusion.



Acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. Acts as positive leadership role model, motivates, directs and inspires others to succeed, utilising appropriate leadership styles



Demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Builds and maintains strong external relationships and is a competent partner for others.



Efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources maximizes our impact on our beneficiaries.



Open to change and flexible in a fast-paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behavior. Performance is consistent, even under pressure. Always pursues continuous improvements.



Evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.



Expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.

IOM IN/234 - Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse

IOM has a policy of zero tolerance of sexual exploitation and abuse (SEA) by IOM staff members and the employees or any other persons engaged and controlled by IOM Contractors. The staff members and all contract type holders shall protect against and prevent sexual exploitation and abuse (PSEA).

How to apply:

Interested candidates are invited to submit their applications via a link:

<https://iraq.iom.int/jobs/senior-consultant-%E2%80%99Call-un%E2%80%9D-support-iraqi-nationals-returned-northeast-syria>

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:

From: 05.04.2021 to 19.04.2021