Context

In conjunction with the United States Office of Foreign Affairs and Development Assistance (OFDA), the International Organization for Migration (IOM) intend to enhance the case management services for survivors of gender-based violence (GBV) across multiple locations in federal Iraq. The consultancy will focus on the development of a comprehensive training package to upskill and capacity build IOM and other actor’s capacity to prevent and respond to protection concerns that are facing Iraq’s displaced and returnee population.

The consultant will be expected to undertake a desktop review of the current concerns facing vulnerable families and communities, as well as undertaking a training needs assessment. The consultant will then develop a GBV case management training package, with elements of child protection, general protection and counter trafficking to be included into the training package. This training package will be developed in line with IOM’s Protection Standards and Handbooks, as well as internationally accepted minimum standards and the Interagency GBV Case Management Guidelines. After review, the consultant will deliver the training to IOM staff, as well as external actors, as identified by IOM (including but not limited to implementing partners, civil society organizations, local authorities). The consultant will be expected to undertake on-the-job training and feedback to the participants in the field as post-training monitoring and quality assurance.

The purpose of the consultancy is to strengthen the GBV case management in IOM’s areas of intervention through capacity building and on-the-job training to staff and external actors.

Under the general guidance of the Chief of Mission (CoM), overall supervision of the Head, Community Stabilization Unit and direct supervision of Protection Coordinator.

Core Functions / Responsibilities

1. Based on initial desk review, outline the major GBV and other such protection concerns facing internally displaced people (IDPs) and returnees. This document should also include recommendations on how these concerns should be case managed, in line with guiding principles and minimum standards.

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.
2. Develop a training needs assessment (ideally through a questionnaire format) for internal and external actors to share their self-identified training needs in order undertake more holistic GBV case management in IOM’s areas of intervention.

3. The results of this questionnaire shall inform the consultant’s GBV case management training package, which will be designed and shared with the Protection Coordinator for final approval.

4. The consultant will frame the GBV case management training package to align with GBV SOPs, which will also be developed by the consultant, using pre-existing IOM guidelines and internationally accepted minimum standards and the Interagency GBV Case Management Guidelines.

5. Organize, with the support of the Protection team, and deliver the GBV case management to IOM staff and external actors.

6. Undertake field visits to IOM GBV teams (and CSOs) in the field, post-training, to ensure a high level of understanding of GBV case management training, as well as provide feedback and technical guidance on GBV issues in real time.

7. The consultant will work directly under the guidance and management of the Protection Coordinator and will be required to work closely with the Protection team during each phase (deliverables) of this consultancy.

8. The consultant, by agreeing to this short-term consultancy, understands that the training package and other deliverables (outlined below) will be considered the work of IOM, and therefore will be utilized in the future, in part or in full, without any further interaction or financial agreement with the original consultant.

**Tangible and measurable outputs of the work assignment**

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<th>No.</th>
<th>DELIVERABLES</th>
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<td>1.</td>
<td>1 written document which outlines the major GBV and other such protection concerns facing internally displaced people (IDPs) and returnees. This document should also include recommendations on how these concerns should be case managed, in line with guiding principles and minimum standards (8-10 pages, in English).</td>
<td>After 5 working days</td>
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| 2.  | 1 questionnaire to be developed (and approved) to share with IOM staff and external actors to get an understanding of the key areas for training needs, and the gaps in knowledge for GBV case workers. This questionnaire should also include questions around other sorts of protection issues (child protection, counter trafficking), so the consultant is aware of which other technical protection areas need to be included in the training package.  
1 analytical document outlining the findings (areas of focus for the training, challenges etc) of the questionnaire, with a tentative GBV training agenda attached to the document which reflects the needs of the case managers. | After 10 working days  
After 15 working days |
| 3.  | 1x IOM GBV Standard Operating Procedures document which will outline the requirements and minimum standards for operationally undertaking GBV case management in Iraq. | After 20 working days |
4. **1 x training package on GBV case management (3-4 days package), with elements of child protection and counter trafficking (if needed, based on training needs assessment)** *.

   After 25 working days

5. **3 x three- to four- day training for i) IOM staff; ii) representatives of civil society and/or other protection actors** *

   TBD

6. **1 end of consultancy report that summarizes the experiences and challenges related to the training, recommendations for future training opportunities including identified gaps in knowledge. This report would also include a field visit/mission report which will provide a summary and recommendations based on the subsequent the on-the-job visits and feedback.**

   TBD

* The consultant will be responsible for preparing training material and facilitating the training. IOM Iraq will cover all other expenses, including venue hire, translation, interpretation, and printing.

**Required Qualifications**

**Education:**
- Master’s degree in Development Studies, Humanitarian Assistance, Social or Political Science, International Relations, or a related field from an accredited academic institution.
- Five years of relevant professional experience in the area of gender-based violence protection programing; or
- University degree in the above fields with Seven years of professional experience.

**Experience and Skills**
- Extensive professional experience in the design and implementation or gender-based violence programing and project management.
- Demonstrated experience in developing and delivering protection (GBV) case management training packages (essential).
- Strong background in capacity building of internal and external actors (essential).
- Excellent communication, presentation, interpersonal skills (essential), and understanding of the Iraqi context and the concerns facing internally displaced people (preferred).

**Languages:**
- Fluency in English is required.
- Knowledge of Arabic will be considered an advantage.

**Behavioral Competencies**
- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Positive, constructive attitude.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
- Responds positively to critical feedback and differing points of view.
• Ready to work independently, under tight deadlines.
• Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
• Ability to work in a multi-cultural team environment with a positive attitude.
• Highest standards of integrity, discretion and loyalty.
• Strives for supportive working environment and positive working relationship.
• Focuses on result for the client and responds positively to feedback.
• Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

**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 this link: [https://iraq.iom.int/jobs/consultant-%E2%80%93-gbv-training](https://iraq.iom.int/jobs/consultant-%E2%80%93-gbv-training)

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: 11.03.2020 to 25.03.2020