**Call for CVs;**
Organization or Agency: International Organization for Migration (IOM)
Position Title: Disability Inclusion Consultant
Organizational Unit: Community Stabilization Unit
Duty Station: Home Based
Grade: International Consultant
Duration of Appointment: Three (3) months with the possibility of extension (Offer is subject to funds availability)
Closing Date: 19th September 2020
Reference Code: CFCV2020/IRQ/263

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**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.**

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**Context:**

Iraq is estimated to have one of the highest rates of disability internationally, due to multiple wars, widespread Unexploded Ordnance (UXO) and Improvised Explosive Devices (IED) contamination, congenital conditions as a result of chemical weapons used between 1990 and 2003, traffic accidents, and chronic disease. At the same time, the cycles of conflict, violence, and economic hardship engulfing the country since the 1990s have disproportionately affected people with disabilities. While the Government of Iraq (GoI) has made efforts to address the multiple and intersecting barriers faced by persons with disabilities, these efforts have been largely hampered by a lack of resources, insufficient institutional will, and the prevalent use of the charity model, rather than a rights based approach, to disability inclusion and mainstreaming.

In line with Government of Bulgaria priorities and as part of the implementation of the IOM’s Disability Inclusion Strategy 2019-2020, IOM Iraq is now seeking a technical expert with a strong disability inclusion background to provide technical support to develop the “IOM Iraq Accessible structure toolkit”

Under the general guidance of the Chief of Mission in Iraq, overall supervision of the Head of Community Stabilization Unit (CSU), and direct supervision of the CSU Programme Coordinator, the incumbent will be responsible for (i) reviewing the existing tools, (ii) consulting with the relevant substantive units within IOM as well as IOM’s key external stakeholders and Implementing partners and (iii) develop the IOM Iraq accessible structure tool kit (including guidance, resources and tools) in conjunction with IOM Iraq construction and shelter teams.

**Core Functions / Responsibilities**

1. The consultant will review the IOM Iraq’s draft plan for strengthening accessibility of IOM built structures existing IOM Iraq files documents on accessible structures and existing Iraq and International accessibility guidelines and materials.
2. The Consultant will coordinate with the IOM staff from construction and shelter teams, and in addition all Units who engage on construction work from Return and Recovery Unit (RRU) as well as CSU’s Disability Inclusion Officer.

3. The consultant will liaise with IOM’s external counterparts and stakeholders, including Iraq Shelter Cluster, Handicap International, Disabled people’s organization, Global Shelter Cluster’s Inclusion of Persons with Disabilities Working Group.

4. The consultant will be tasked with the development of the IOM Iraq accessible structure tool kit (including guidance, resources, and tools) in conjunction with IOM Iraq construction and shelter teams:

   - Develop the following guidance:
     - on how to consult with beneficiaries with disabilities on their accessibility requirements – shelter teams
     - identification and prioritization of beneficiaries for accessible shelter work
     - on assessing accessibility of existing structures
     - accessible design for construction and shelter
     - how to address accessibility within Iraq Shelter Cluster restrictions
   - Revise CSU Accessibility Audit
   - Collate and save resources on accessible structures
   - Develop example Bill of Quantities including
     - line items for common accessibility items including dimensions and instruction (for example handrails)
     - for new caravans that can be tailored to location
     - for new accessible latrines that can be tailored to location
   - Develop example designs including
     - of common accessibility items (for example ramps)
     - of new caravans that can be tailored to location
     - of prefab accessible latrines that can be tailored to location
   - Capable in application, reading and understanding design soft drawings (architectural engineering and construction software’s tools; knowledge in Bill of materials and Bill of Quantities; document examples of finished accessible structures and items that can be shared between teams, etc)

5. The consultant will be tasked with the sharing of IOM Iraq Accessible structure toolkit

   - Develop and deliver online sessions on the IOM Iraq accessible structure tool kit. Sessions to include:
     - How to consult with people with disabilities on their accessibility requirements
     - Basic principles of accessibility and universal design
     - How to use IOM Iraq Accessible Structure toolkit
Tangible and measurable outputs of the work assignment

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<thead>
<tr>
<th>No.</th>
<th>DELIVERABLES</th>
<th>DUE</th>
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<tbody>
<tr>
<td>1</td>
<td>IOM Iraq accessible structure tool kit (including guidance, resources, and tools)</td>
<td>2 months from start of the consultancy</td>
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<tr>
<td>2</td>
<td>Revised version of the CSU Accessibility Audit</td>
<td>2 months from start of the consultancy</td>
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<td>3</td>
<td>Model for a Bill of Quantities and example designs, and models of the items listed under the above-mentioned point #4 of the “Responsibilities and accountabilities section”</td>
<td>2 months from start of the consultancy</td>
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<td>4</td>
<td>Final report with the recommendations following the restitution and presentation of the IOM Iraq Accessible structure toolkit to key Units and stakeholders</td>
<td>End of consultancy</td>
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**Required Qualifications**

**Education**

- Master’s degree in Architecture, engineering, or a related field from an accredited academic institution with seven years of relevant professional experience; or
- University degree in one of the above fields with five years of relevant professional experience.

**Experience & Skills**

- Experience in applying accessible design in humanitarian content
- Experience in developing guidance and delivering training on accessibility
- Knowledge of construction techniques and materials in the Middle East region (desired)
- Ability to foster commitment and build capacity among activity staff and in-country actors on integration and empowerment, including training and workshop facilitation skills and experience.
- Good communication and interpersonal skills.
- Experience with working in conflict and/or post-conflict settings (desired);

**Languages**

- Fluency in English is required, and Arabic is desirable.
- Any other language is an advantage.

**Behavioral Competencies**

The incumbent is expected to demonstrate the following values and competencies:
Values - all IOM staff members must abide by and demonstrate these three 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 – behavioural indicators *level 2*

- **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.

Managerial Competencies – behavioural indicators *level 2*

- **Leadership**: provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization’s vision; assists others to realize and develop their potential.
- **Empowering others & building trust**: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- **Strategic thinking and vision**: works strategically to realize the Organization’s goals and communicates a clear strategic direction.

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**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).

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**How to apply:**

Interested candidates are invited to submit their applications via a link: [https://iraq.iom.int/jobs/disability-inclusion-consultant](https://iraq.iom.int/jobs/disability-inclusion-consultant)

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: 10.09.2020 to 19.09.2020