

Call for Expression of Interest;

Organization or Agency: International Organization for Migration (IOM)
Position Title: Consultant - Community Policing - Baseline Assessment
Organizational Unit: Peacebuilding and Stabilization Division
Duty Station: Erbil – Iraq (with frequent travel across the country)
Type of Contract: International Consultancy
Grade: N/A
Duration of Appointment: Three (3) months with possibility of extension
Closing Date: 15th May 2023
Reference Code: EOI2023/IRQ/094

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 and Core Functions / Responsibilities

Under the general guidance of the Head, Peacebuilding and Stabilization Division, the overall supervision of the Senior Programme Coordinator and the direct supervision of the Programme Officer (Technical Cooperation), Iraq, the Baseline Assessment Consultant will provide a set of deliverables (project assessment documents) included in the list of deliverables within the context explained below.

With the main objective of contributing to enhancing peace, security and stability in Iraq and promoting an environment conducive to returns by strengthening the role of the state as the primary guarantor of safety and security through enhanced access to transitional justice and rights and improved trust between law enforcement officials and communities, IOM will provide technical assistance to strengthen the community policing architecture in Iraq and bolster community-police collaboration.

The objective of this component is to increase levels of trust and collaboration between law enforcement officials and community members and support the delivery of better policing services. Under this component, IOM will support the Department of Community Policing (DoCP), specifically the Strategic Center for Community Policing (SCCP), to strengthen their capacity to sustainably fulfil their mandates and adopt an inclusive approach to community policing. The community engagement and policing (CEP) project focuses on three sub-objectives namely: institutional development for the DoCP, support implementing the CP gender action plan, and support CP field activities in different localities across Iraq.

Core Functions / Responsibilities

Tangible and measurable outputs of the work assignment

First deliverable (25%) – (a) Desk review of available open source information and previously conducted assessments in the areas of implementation, (b) conduct meetings with the Ministry of Interior to introduce the assessment and engage with MoI-CP department and agree on the methodology and topics of the assessment, and (c) submit a summary report explaining the assessment approach and workplan for each location (3 weeks).

Second deliverable (17%) – Create quantitative and qualitative assessment tools such as household surveys, key informant interviews (KIIs), focused group discussions (FGDs), and other assessment tools to collect necessary information on the four aspects of the assessment including: (1) the public's perception on peace and security in selected communities in Basrah, Missan, and Baghdad, (2) status of relations between different local security actors and the public, (3) the capacity of local law enforcement agencies to engage with the public, and (4) local gender dynamics within the women, peace, and security UNSCR 1325 in areas of implementation including South of Iraq and Baghdad (2 weeks).

Third Deliverable (50%) - (a) Administer the assessment in coordination with the monitoring, evaluation, analysis, and learning (MEAL) unit in IOM, (b) train the enumerators who will collect the necessary data from the targeted communities, (c) collect all information from the field, (d) analyse the collected information, and (e) submit an initial assessment report (6 weeks).

Final deliverable (8%) – Conduct assessment validation workshop with the involved stakeholders and submit the final assessment report. The final assessment report will include a quantitative and qualitative narrative on the four assessment objectives listed in the second deliverable, in addition to recommendations on specific interventions required to address the security issues highlighted in the assessment. The assessment report will also be used to amend existing training modules if deemed necessary to accommodate emerging capacity building needs (2 weeks).

Performance indicators for the evaluation of results

- I. The report must include a quantitative and qualitative narrative on (1) the public's perception on peace and security, (2) status of relations between law enforcement and the public, (3) the capacity of law enforcement agencies, (4) gender dynamics within the women, peace, and security UNSCR 1325 in areas of implementation including Basrah, Missan and Baghdad, and other topics that may arise from meetings with the Ministry of Interior. The final assessment report must also include recommendations on specific interventions required to address the security issues highlighted in the assessment. The assessment report will also be used to amend existing training modules if deemed necessary to accommodate emerging capacity building needs based on the validation workshop.
- II. The report is written in a clear language.
- III. The report is well outlined and easy to navigate and read.

Required Qualifications and Experience:

Education & Experience

- A master's degree in a relevant field such as policing, international relations, social sciences, international development, human rights, or conflict resolution is required.
- Knowledge or experience in gender, women's rights, and UNSCR 1325 is highly preferred.
- Experience in conducting research, evaluations, or assessments is required.
- Proficiency in English is required. Arabic language is an advantage.
- At least seven years of relevant professional experience in the field of international development, peacebuilding, human rights, conflict resolution, or a related field is required.
- Experience in designing and conducting assessments, surveys, or evaluations is highly preferred.
- Experience in community engagement and policing, conflict analysis, peacebuilding, or transitional justice is highly desirable.
- Experience in conducting assessments that include gender analysis and the use of gender-sensitive

data collection methods are also highly desirable.

- Experience in working in conflict-affected and fragile contexts is required, preferably in the Middle East or Iraq.
- Experience in working with law enforcement agencies, community engagement, and gender mainstreaming is highly preferred.
- Excellent communication and interpersonal skills, with the ability to engage with a diverse range of stakeholders, including government officials, community members, and civil society organizations.
- Knowledge of research methodologies, including the ability to design and administer surveys, key informant interviews, and focus group discussions.
- Strong analytical and report-writing skills, with the ability to synthesize complex information and data.
- Ability to work independently and as part of a team, with strong organizational skills and attention to detail.

Languages

- Fluency in English language is required.
- Working knowledge in Arabic language is an advantage.

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 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

- **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.

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://iraqdatacenter.iom.int/Vacancy/Apply/EOI2023IRQ094>

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: 01.05.2023 to 15.05.2023