CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

VACANCY ANNOUNCEMENT

TERMS OF REFERENCE

POSITION TITLE: Consultant: Trainer - Trafficking in Persons
ORGANIZATION: United Nations Office of Drugs and Crime
SUPERVISOR: Banele KUNENE, National Project Officer: Trafficking in Persons
TYPE OF CONTRACT: Individual Contract
PROPOSE PERIOD: 1 June 2019 – 31 October 2019
ACTUAL WORK TIME: 28 days
DUTY STATION: Home based with travel to Angola, DRC, Madagascar and South Africa

1. Background of the assignment:

UNODC seeks to enhance collaborative methods and improve capacity to combat human trafficking in Southern Africa by establishing a harmonized TIP data collection and reporting system. UNODC has rolled out the SADC Regional TIP Data Collection System in 13 out of 16 SADC Member States, and through the current project, intends to reach the remaining countries. This will include setting up national data hubs linked to the UNODC-SADC regional data hub, as well as conducting trainings for users of the system. The trainings include entrenching a conceptual understanding of the elements constituting the crime of trafficking in person in addition to training on use of the data collection tool.

UNODC also provides technical assistance to SADC Member States to develop specific legislation on TIP. It is these two aspects that UNODC seeks to solicit additional expertise.

2. Purpose of the assignment:

The purpose of the assignment is:

2.1. To support roll out of the SADC Regional Data Collection System in Angola, DRC, Madagascar and South Africa through:
   a. Provision of training expertise;
   b. Documentation and reporting on the workshop;
   c. Provision of technical assistance in the development of DRC TIP legislation in line with the international legal standards and norms and the UNODC Model Law on TIP.

3. Specific tasks to be performed by the consultant:

Under the supervision of the National Project Officer, the consultant will be responsible for the following:

3.1. Data Collection:

1. Conduct training sessions of first responders in Soyo (Zaire Province, Angola), Kinshasa (DRC) and Antananarivo (Madagascar), Pretoria (South Africa) as per the programme of the workshop on:
   a. The international legal framework of TIP (including distinguishing trafficking in persons and smuggling of migrants)
b. Indicators of trafficking
   c. Victim interview techniques

2. Facilitate sessions.
3. Compile workshop report documenting proceedings; including
   a. Sector representation and sex disaggregation of participants
   b. Highlights of all expert presentations (including those by the Consultant, UNODC government officials and other presenters);
   c. Pertinent discussion points raised by participants during the workshop based on presentations;
   d. Main achievements/impact of each of the trainings

3.2. Legislative Assistance:
1. Deliver presentations on:
   a. The International legal framework on TIP;
   b. UNODC’s Technical Guidance Note/Legal Opinion on the DRC draft TIP Bill which has already been drafted.
2. Facilitate discussion on the substance of the DRC draft legislation based on the existing technical guidance note/legal opinion and the UNODC Model Law on TIP;

4. Expected tangible and measurable output(s)/deliverable(s):
(Tangible and measurable outputs, objectives and targets of the work assignment, as well as specific activities to achieve the required outputs and targets. As per ST/AI/2013/4, Section 3.2 (a)

4.1. PowerPoint presentations and practical exercises for sessions to be delivered according to the programme;
4.2. Successful delivery of selected sessions;
4.5. Comprehensive workshop reports covering all sessions delivered at workshops, feedback from participants; impact of training; and agreed next steps.

5. Dates and details of deliverables/payments:

<table>
<thead>
<tr>
<th>Deliverable</th>
<th>Output</th>
<th>Working Days</th>
<th>To be accomplished by (date)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Prepare for workshops</td>
<td>5 days</td>
<td>1 June 2019</td>
</tr>
</tbody>
</table>
| B.          | Deliver presentations as per respective workshop programme
              Kinshasa, DRC (5 days: 24 June – 28 June 2019)
              Madagascar (5 days: 17 – 25 July 2019)
              South Africa (4 days: 23-24 July 2019) | 14 days      | 1 July 2019                 |
| C.          | Compile notes and workshop reports for DRC and Madagascar | 4 days       | 30 August 2019              |
| E.          | Compile workshop reports or DRC, Angola and SA trainings | 5 days       | 31 October 2019             |

Payment will be made upon satisfactory completion and/or submission of outputs/deliverables.
6. **Indicators to evaluate the consultant’s performance**
   
   *(must always include at least: timeliness, achievement of goals and quality of work.)*

   - High ratings from participants of assigned presentations according to post-training questionnaires and feedback from both UN staff and government;

   - High quality report delivered in a timely manner.

7. **Evaluation criteria/expertise sought (required educational background, years of relevant work experience, other special skills or knowledge required)**

   - Advanced University degree in international relations, law, criminology, human rights, human rights law, social sciences, economics, humanities, Law and policy or related field with specialized training. A first level university degree in combination with qualifying experience (at least 8 years) may be accepted in lieu of the advanced university degree;

   - In-depth knowledge and training experience in the area of trafficking in persons, smuggling of migrants, the UN Convention against Transnational Organized Crime and its supplementing Protocols against Trafficking in Persons and Smuggling of Migrants;

   - Proven experience in delivering anti-human trafficking workshops and facilitation of multi-stakeholder processes; conducting of training using advanced training methodologies and techniques capable of empowering professionals to carry out professional duties and tasks; prior experience in planning, designing, implementing, analyzing and reporting on training programmes, prior experience running training programmes in the UN System, law enforcement agencies or international agencies, understanding of gender and human rights considerations is an asset; excellent communication and drafting skills; fluency in oral and written English is required.

   - Proven ability to work well under pressure and meet strict deadlines;

   - Ability to draft clear and well-organized texts suitable for meeting the needs of the work required as well as for translation into other languages is essential.

**Languages:** For this position, fluency in French, Portuguese and English with excellent drafting and communication skills is required.

---

Interested candidates may send their **Cover Letter with a proposed daily fee**, Curriculum Vitae and completed P11 Form with the Subject line “**Consultant: Trainer- Trafficking in Persons**” to: Takalani Godobedza: takalani.godobedza@un.org *(Incomplete applications will not be considered)*

For technical queries, please contact Banele Kunene at banele.kunene@un.org

These TOR’s will also be available on UNODC website: [https://www.unodc.org/southernafrica/en/consultancies-and-opportunities.html](https://www.unodc.org/southernafrica/en/consultancies-and-opportunities.html)

Correspondence will be limited to shortlisted candidates only.

UNODC reserves the right not to make an appointment.

**Deadline for submission is 27 May 2019.**