



**IOM International Organization for Migration
OIM Organizația Internațională pentru Migrație**

**Project: “ENHANCING THE TRAINING CAPACITY OF THE BORDER POLICE
IN THE REPUBLIC OF MOLDOVA (TRABOR)”**

Activity: “Development of the "Strategic Development Concept" of the Center of Excellence in Border Security (CEBS) for enhancing the planning, organizing and carrying out of Border Police training”

**TERMS OF REFERENCE
for International Consultant**

Overview: Within the framework of the IOM IDF funded project “Enhancing the training capacity of the Border Police in the Republic of Moldova (TRABOR)”, IOM is supporting the General Inspectorates of Border Police (GIBP) of the Moldovan Ministry of Internal Affairs (MIA), as the main agency dealing with border management in Moldova, on restructuring and enhancement of the training capacity of the Center of Excellence in Border Security (CEBS).¹ By supporting these efforts of the GIBP the project contributes to enhancing the overall operational capacities of the GIBP in the implementation of the national Integrated Border Management (IBM) Strategy ², including facilitating regular movement of people through the Moldovan border while counteracting irregular migration. This support is meant as an important element for strengthening and make more efficient the fight against transnational crime at the Moldovan border, including terrorist threats, human smuggling, trafficking etc., while supporting Moldova’s overall capacity to ensure regular movement through its borders and territory of Moldovans and foreigners and ensuring full observation of migrants’ human rights in line with the EU-Moldova Action Plan for Visa Liberalization and Association Agenda.³

Objective: The Government of Moldova is in the process of restructuring its migration and border management system based on EU best standards practice and according to its main international obligations arising mainly from the proximity of the EU border and Moldova’s European aspirations. In this regard, the project aims at supporting the enhancing of the training capacity of the main training institution for the Border Police officers – the GIBP’s Center of Excellence in Border Security (CEBS) thus contributing implicitly to strengthening of capacity of the Government of Moldova in the field of IBM, including prevention and combating of irregular migration and transnational crime for a comprehensive state-driven response to existing and potential migration challenges.

Justification: Moldova has achieved free visa regime and entered into association agreement with the European Union, thus committing to a series of obligations that require democratic reforms. In order to complement these initiatives and support the progress in combating irregular migration in the

¹ The Center of Excellence in Border Security (CEBS) is the only internal training institution of the GIBP, accredited by the Moldovan Ministry of Education, Culture and Research. It provides 2 years training for the Border Police officers entering the service alongside periodic retraining for mid-level Border Police officers.

² The current National Strategy on Integrated State Border Management for 2018-2023 and the Action Plan for its implementation for 2018-2020 have been approved on 14 November 2018., available in Romanian at: <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=378310>,

³ EU-Moldova Action Plan for Visa Liberalization: <https://library.euneighbours.eu/content/action-plan-visa-liberalisation-moldovan> and EU-Moldova Association Agenda: http://eeas.europa.eu/moldova/pdf/eu-moldova-association-agenda-26_06_en.pdf

country, the current project will focus on addressing the systemic elements of raising the operational capacity of the GIBP, one of the main state actors in the domain alongside the Bureau of Migration and Asylum, Center for Combatting Trafficking in Persons etc. By ensuring an appropriate level of training for the GIBP staff through strengthening of proper training system based on the existing EU standards and best practices in the area of Border Guard training, the project will address the current needs in GIBP's capacity building at different levels and enhancing human resources management thus contributing to consolidation of the overall agency's operational capacity. This will importantly underpin the successful accomplishment of the overall reform process undergone by GIBP and MIA during the last years while being important models to follow by other MIA subordinated agencies and subdivisions as appropriate.

The Consultant: The IOM is seeking for commissioning an International Consultant, who under the overall guidance of the Project Manager and the GIBP administration and with the support of the Project Team (PT) will make a comprehensive baseline assessment of the CEBS training capacity and present recommendations for improvement of current state of play, envisaging planning, organizing and carrying out the training of the GIBP staff according to the best EU and international practice, including the appropriate integration of the EU Sectoral Qualifications Framework (SQF) for border guarding into the training curricula of the CEBS. The assessment will entail relevant mapping of the legislative, administrative and operational challenges and needs for better performance of the Border Police training system. Based on the results of the assessment the Consultant will formulate the strategic vision on further development of CEBS's training capacity and will develop for GIBP a consistent Strategic Development Concept of the CEBS. The latter should be accompanied by a detailed proposal for a Plan of Action for its implementation, including the legal and institutional aspects necessary for strengthening of the GIBP training system, integration of the EU Sectoral Qualifications Framework (SQF) for border guarding into the training curricula of the CEBS and relevant linkages with the existing Border Police professional training at the Academy of the MIA. All this should create a new vision towards enhancing the planning, organizing and carrying out of Border Police training activities.

During the functional assessment and elaboration of the CEBS' Strategic Development Concept a special attention shall be paid to the observance of the anti-corruption and gender equality principles by the relevant legislative and normative framework guiding CEBS activity, as well as the GIBP existing relevant operational protocols (standard operating procedures/SOP). A special emphasis also shall be placed on the anticorruption and gender equality principles pertaining to CEBS operation. The latter would include inter alia the level of accessibility of different staff positions for women and men, gender sensitivity of the selection and hiring process for trainer's and leadership positions etc.⁴

The implementation of the CEBS' Strategic Development Concept should contribute to the enhancement of quality of the Border Police training at the CEBS, which should have a positive impact on the improvement of the of GIBP's human resources management and on enhancing the overall GIBP operational capacity.

Working method and Partners: The Consultant will carry out the tasks partly as a desk study, based on consultations and discussions with relevant officials in Moldova, and partly as a structured on-site research conducted in Moldova.

⁴ References: Law No. 5/2006 "On equal chances for women and men"; "Self-Assessment Guide" of the Gender Centre for Democratic Control of Armed Forces; UN gender mainstreaming recommendations: http://egalitadedegen.md/wp-content/uploads/2014/02/Strategic-Planning-Guide_EN.pdf . Besides, in March 2018 the Government of Moldova adopted the [National Action Plan on the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021](#), where a leading role belongs to the MIA. Subsequently, the MIA endorsed an Action Plan on the Implementation of the Strategy for Gender Equality for 2017-2021.

It is expected that the Consultant will spend up to **30 working days** on the project, including **up to 6 days (2 visits) in Moldova** for the assessment mission and meetings with the GIBP and MIA to present the assessment report findings and recommendations and the elaborated CEBS' Strategic Development Concept and the subsequent Plan of Action. However, the sequence of the activities and the acceptable time gaps between them shall be mutually agreed between the IOM and Consultant.

IOM Moldova will arrange for the Consultant the travel and will cover the related costs along with the **DSA for maximum 6 days visit to Moldova** according to IOM rates established for the respective months.

In addition to this, IOM will pay an **all-inclusive fee** to the Consultant based on the **Consultant's financial offer** and subsequent negotiations with IOM during the selection process.

In this activity, the Consultant will be guided by human rights, anti-corruption and gender compliance principles and will support the coordination efforts undertaken by various stakeholders, including IOM, the Government, local authorities, non-governmental and international organizations and donors to ensure human rights and gender compliance of the state agencies' activity.

Inputs: While executing the tasks, the Consultant will work in close cooperation with the IOM Moldova Project Team and relevant staff assigned by GIBP, CEBS and other agencies involved who will provide various logistical, operational, and liaising supports, including translation of materials and necessary interpreting services to facilitate the effective implementation of the activity. Besides, the Consultant will work in coordination with the GIBP administration, especially divisions on Policy, Projects and Human Resources, the MIA and other relevant project partners.

For supporting the international Consultant in this assignment, the IOM will hire a local Consultant with necessary knowledge/ experience in the Border Police activity and relevant Moldovan legislation.

Expected Deliverables:

1. A thorough assessment and analysis conducted of the current status of the CEBS training system, relevant available infrastructure and tools for ensuring the planning, organizing and carrying out of the Border Police training activities. The assessment covers the following main aspects:
 - a) Strengths and gaps of the legislative framework applicable to the CEBS as well as to its specific competences and attributions;
 - b) Institutional capacities of the of the CEBS in the area of Border Police training and relevant needs for relevant capacity building and technical support;
 - c) The level of the CEBS human resources and the pertinent recommendations for ensuring further improvement of the trainers' capacity and Border Police training quality, including integration of the EU Sectoral Qualifications Framework for Border Guarding into the CEBS training curricula and necessary anticorruption and gender compliance measures.
 - d) Proposals of the main CEBS training topics to be supported by new curriculums to be developed under the current IOM project "Enhancing the Training Capacity of the Border Police in the Republic of Moldova (TRABOR)".
2. The CEBS' Strategic Development Concept developed with a detailed proposal for a Plan of Action on the legal and institutional aspects necessary for strengthening of the GIBP training capacity based on the relevant EU standards and best practice.

Period of assignment: All the services specified in this TOR shall be provided during the period **03 February 2020 – 31 March 2020**. Upon completion by the Consultant of all tasks hereunder, the Consultant shall submit to IOM a final Report on all tasks and activities performed under this TOR until **15 April 2020**.

Desired qualification and competences:

- Post-graduate or equivalent qualification/ degree in law, social sciences, or other relevant field or an equivalent combination of relevant training and experience.
- At least five years of prior work experience in the field of border police activity and training either in a public agency of the EU or international organization.
- Knowledge of the border management and immigration procedures and practice at the EU and a broader international level, including the concept of Integrated Border Management.
- Understanding of the border police officials' training needs and peculiarities.
- Knowledge of the EU Sectoral Qualifications Framework for Border Guarding and understanding of its relevance for border police training.
- Knowledge of international human rights legislation, standards and practices, including those related to protection of migrants' and refugee's rights.
- Demonstrated knowledge and experience in conducting needs assessments on institutional development and proposing sound relevant recommendations;
- Experience in working with governmental institutions and NGOs (relevant previous successful collaboration with the Moldovan institutions/NGOs could be an added advantage).
- Ability to multi-task and independent work;
- Strong interpersonal skills demonstrated by the ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity;
- Good level of computer literacy;
- Good communication and organizational skills;
- Good facilitation and consensus-building skills;
- Ability to work efficiently even in high-pressure environments;
- High level of discretion, integrity;
- Relevant regional and international experience will be an added advantage.

Languages: Good command of English language is an absolute requirement. Knowledge of spoken and written Romanian language should be an added advantage.