



IOM International Organization for Migration

## CONSULTANT (IBHM)

### OPEN TO INTERNAL & EXTERNAL CANDIDATES

Organizational Unit : **IMMIGRATION AND BORDER GOVERNANCE**  
Expertise : **ASSESSMENT - STRENGTHENING CAPACITY OF BORDER CONTROL SUPPORT**  
Duty Station : **COLOMBO**  
Type of Appointment : **CONSULTANCY**  
Estimated Start Date : **ASAP**  
Closing Date : **21 April 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to government and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

#### Project Context and Scope:

IOM Sri Lanka in collaboration with the Government of Sri Lanka (GoSL) and Government of Maldives (GoM) is implementing a project for Strengthening Capacity of Border Control for Responding to Infectious Diseases in Southwest Asia funded by the Government of Japan (GoJ).

The overall objective of the project is to build capacities at Points of Entry (PoE) to effectively respond to spread of infectious diseases/pandemic and facilitate seamless PoE operations in a safe, secure and process efficient manner in compliance with International Civil Aviation Organization (ICAO) and International Health Regulations (IHR) (2005) recommendations and standards to build traveller confidence and revitalize international travel and a return to pre-pandemic levels of cross-border mobility for economic recovery, resilience and growth of the implementing countries.

The project will support improved safety, security, and process efficiency at Sri Lanka and Maldives primary PoE's for international arriving passengers from air and sea during a pandemic. In particular, the project aims to improve the efficiency of passenger processing and to avoid congestion at key PoE's. These include introduction of automated temperature screening cameras, biometric based access control devices, and document examining equipment, as well as support for specific infrastructure, equipment, and procedures to directly support enhanced safe passenger screening including the introduction of Automated Border Control (ABC) gates. The proposed interventions will support in making the PoE's better prepared for health emergencies and ensure preventive measures for COVID-19 are practiced ensuring safe passenger and staff screening at the PoE's. These measures will be supported through introduction of required policies, legislation, SOP's, and training of PoE personnel.

Towards delivering the project outcomes, IOM seeks the service of an international consultant who will visit Sri Lanka and Maldives to assess baseline POE passenger clearance processes, facilities, equipment at POE and to provide necessary recommendations to improve POE compliance with International Civil Aviation Organization (ICAO) and International Health Regulations (IHR) (2005) recommendations.

#### Core Functions / Responsibilities:

- Undertake visit/s to Sri Lanka and Maldives to familiarize with POE arrangements at international airports, meet Government and industry stakeholders and conduct baseline assessment on passenger clearance processes, facilities, equipment at POE.
- Prepare a report outlining high level technical, functional specifications, policy, procedural requirements, and other recommendations for introduction of the following at POE in Sri Lanka.
  - Automated Border Control (ABC) Gate system at Bandaranaike International Airport (BIA)
  - Non-invasive baggage scanners to BIA
  - Advanced document examination equipment to the PoE
  - Contactless access control devices at BIA
  - Border health-related equipment at PoE to improve passenger and staff health screening and safety.
  - Development of capacity building-training requirements for PoE staff on new passenger screening technologies/ equipment
- Prepare a report outlining high level technical, functional specifications, policy, procedural requirements, and other recommendations for introduction of the following at POE in Maldives.
  - Contactless access control devices at Velana and Gan International airports
  - Advanced document examination equipment to at Velana and Gan International Airports.
  - Border health-related equipment at PoE to improve passenger and staff health screening and safety.
  - Development of capacity building-training plan for PoE staff in Maldives
- Conduct an assessment to identify baseline international passenger processing arrangement in Sri Lanka seaports and prepare a report with recommendations to improve their operation adhering to ICAO, IHR guidelines and International best practices.

#### The key Deliverables and Timeline.

- Report outlining the high level technical, functional specifications, policy, procedural requirements, and other recommendations for introduction of the items under core function 2 above at POE in Sri Lanka by 30 June 2023
- Report outlining high level technical, functional specifications, policy, procedural requirements, and other recommendations for introduction of the items under core function 3 above at POE in Maldives by 31 Aug 2023
- Report outlining baseline international passenger processing arrangement in Sri Lanka seaports with recommendations to improve their operation adhering to ICAO, IHR guidelines and International best practices should be submitted to IOM before 31<sup>st</sup> July 2023

#### Performance Indicators for Evaluation of Results

- Assessment Report outlining baseline POE arrangements for international air passengers in Sri Lanka, and provide necessary technical, functional, policy and procedural recommendations to introduce equipment and facilities listed under 2 above should be submitted to IOM.
- Assessment Report outlining baseline POE arrangements for international air passengers in Maldives, and provide necessary technical, functional, policy and procedural recommendations to introduce equipment and facilities listed under 3 above should be submitted to IOM.
- Assessment Report outlining baseline international passenger processing arrangement in Sri Lanka seaports with recommendations to improve their operation adhering to ICAO, IHR guidelines and International best practices should be submitted to IOM.

#### Required Qualifications and Experience

##### Education

- University Degree in a relevant field with at least ten years of experience in border management/ border health, and passenger screening procedures and technologies at PoE
- Excellent English language and communication skills with ability to write reports in a concise and clear language.

##### Experience

- Previous international exposure handling such consultancies with specific experience in PoE domains of Immigration, Customs, Health and related technology and processes is required. Experience in POE improvement related to pandemic preparedness at airports/ports is advantageous.

##### Languages

Fluency in **English** is required. Working knowledge of Sinhala/Tamil/Divehi will be advantageous.

#### Required 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 - *level 1*

- 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.

##### Other

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks. Women with the above qualifications are encouraged to apply.

##### How to apply:

Candidates with the required qualifications and competencies are invited to submit their candidature for the position to **HRSRILANKA@iom.int** together with the following documents;

- Cover letter
- Updated Curriculum Vitae
- Technical and Financial Proposal**, demonstrating the understanding of subject matters and outlining the proposed methodology, timeline and budget. All documents shall be single spaced, 12 point Times New Roman and in English.

Or by post to Human Resources Department, International Organization for Migration, 80A Elvitigala Mawatha, 9<sup>th</sup> Floor, Institute of Banks of Sri Lanka Building, Colombo 08, Sri Lanka indicating the position applied for on the envelop by **Friday 21<sup>st</sup> April 2023**.

Only shortlisted candidates will be contacted.

##### Posting period:

From 07.04.2023 to 21.04.2023