

Terms of Reference

INTERNATIONAL EXPERT

To assist the preparation of a training curriculum and provide training for front-line workers on selected topics

1. BACKGROUND

Numerous state institutions, international organizations and civil society organizations (CSOs) in the Republic of Macedonia play an important role in the protection of migrants and refugees. The country was significantly affected by the 2015/2016 refugee crisis. Communication and referrals between involved organizations and agencies and especially between front-line workers, have proved to be a key component in providing an integrated and effective response. In order to address the specific needs of different categories of vulnerable migrants and refugees, four (4) inter-agency Standard Operating Procedures (SOPs) were established.

The SOPs target the following categories: unaccompanied and separated children (UASC), victims of human trafficking, victims of sexual and gender based violence (SGBV), and extremely vulnerable individuals (EVIs). Three of the existing SOPs, more precisely those focusing on vulnerable individuals, UASC and victims of trafficking in human beings, have already been adopted. Although the referral mechanisms have been established and provided for in the SOPs, the extent and the manner in which they are implemented and practiced, remains yet to be realized.

It is essential to produce an overall and all-inclusive training program on the practical coordination and cooperation among the relevant institutions and organizations which act in the field of protection of migrants' and refugees' human rights.

2. OBJECTIVE AND SCOPE OF WORK

This assignment aims to strengthen the implementation of the SOPs and improve the referral mechanisms through inter-agency capacity building activities for front-line workers coming from all relevant state institutions and CSOs. Macedonian Young Lawyers Association (MYLA) was consulted and has provided expertise in the drafting of the SOPs and has established productive long-term cooperation with relevant state institutions. To build on that, MYLA will develop a sustainable training program that will meet this project's aim. Carefully selected domestic and foreign experts will be engaged to develop a comprehensive training program with a quality application. The training program will be supported by institutions and organizations involved in the development and the implementation of the SOPs. By gaining approval from all parties involved the training program will be highly relevant and will contribute to the successful implementation of the program in practice.

Migrant
and Refugee Human
Rights Protection
Project

A | str. Donbas
No. 14/1-6, 1000
Skopje, Republic of
Macedonia

www.myla.org.mk



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The expert is to help the national experts to develop training curriculums based on one or several of the following training modules*:

- **Unaccompanied and separated children (UASC)**
- **Victims of sexual and gender based violence (SGBV)**
- **Extremely vulnerable individuals (EVIs)**
- **Victims of human trafficking**

(*One expert can apply for more than one topic)

During the development of the training curriculum the expert will closely cooperate with the project team and national experts. After the completion of the training curriculum the Project team will organize a validation meeting where all State institutions that have a role in the development and implementation of the SOPs, will review and approve the proposed training curriculum.

Based on the training curriculum, the expert, together with the national experts will provide training to a total of 50 front-line workers. The project team will select the front-line workers working in relevant State institutions and CSOs who provide professional services and humanitarian aid. The selected participants will be divided into two groups of 25 front-line workers. Each group will take part in four (4) tailor-made trainings. Each module will consist of a three-day training which will be conducted for the two groups of 25 selected participants. Thus, 50 participants in total will undergo eight (8) trainings. The participants' knowledge will be assessed by completing a knowledge evaluation before the training and at the end of the training.

The selected expert will have the following specific assignments:

- Communicate with the project staff and other experts on the development of the training curriculums on one of the selected topics: SOP on unaccompanied and separated children (UASC), SOP on victims of SGBV, SOP on extremely vulnerable individuals (EVIs) and the SOP on victims of trafficking in human beings;
- Provide two trainings on a selected topic for 50 frontline workers (if more one than one topic is selected the expert will provide more trainings)
- Participate in the evaluation process of the participants

3. DURATION OF THE ASSIGNMENT

In coordination with the expert and the project team

4. COMPENSATION

The remuneration for the assignment will be additionally determined in accordance to USAIDs policies for selection of experts.



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5. QUALIFICATIONS:

- Educational background in law, social science or human rights;
- Experience in working on asylum, refugee and migration issues;
- Relevant working experience on human rights issues;
- Previous work experience on a similar assignment;
- Excellent communications and interpersonal skills;
- Excellent analytical and writing skills;
- Highly proficient in written and spoken English.

6. HOW TO APPLY:

All interested candidates are required to submit a letter of interest and a Curriculum Vitae, listing all relevant qualifications and background at: contact@myla.org.mk by **Friday, 17 March 2017, 17:00 hrs. CET** with subject line: **Application for international expert**

For any questions relating to the engagement please write to:
smilenkovik@myla.org.mk

(*Please be informed that only shortlisted candidates will be contacted)



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