



International Organization for Migration (IOM)  
The UN Migration Agency

## Open to Internal and External Candidates

Position Title : **CS Training of Trainers on Life Skills**  
Duty Station : **Home-based consultancy with travel to Tunis**  
Estimated Start Date : **As soon as possible**

Closing Date : **April 7<sup>th</sup>, 2020**

*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 governments and migrants.*

IOM is committed to a diverse and inclusive work 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.

### **Context:**

#### **Background:**

Libya currently ranks 156 out of 163 on the Global Peace Index 2019 and is the 17th least peaceful out of 20 countries in the Middle East and North Africa (MENA) region.<sup>1</sup> Libya has recently experienced escalation in the battle for territorial control of Tripoli, between armed groups affiliated to the Government of National Accord (GNA) based in Tripoli, and the self-named Libyan National Army (LNA), which has its main territory in Benghazi in the east of Libya. Libya has one of the highest military expenditures per GDP globally, with 10.47% of GDP spent on military activities, and ranks 11th in the world for the economic cost of violence.

The expense of the continued conflict for Libyans, economically and in terms of loss of life, and damage to livelihoods and infrastructure, is immense. The large amounts of money spent on fuelling conflict contrasts with the sparse investment in public services and development. As such, there are many communities facing deep structural and social issues, with little means to address them.

For communities in the south of Libya to have a chance to rebuild, there is a real and immediate need for programming focused on community cohesion and peacebuilding.

Due to the precarious economic and security situation for youth vulnerable to joining armed groups, participating in violent conflict, and exacerbating social cleavages in the south, there is an urgent need for interventions that encourage involved youth to be able to identify, empathize with and reach out to marginalized and at-risk communities. Skills in critical thinking, communication, and cooperation must be increased so these same youth are empowered to not only challenge proscribed narratives but propose new narratives that emphasize elements of commonality rather than exclusion and enhance social cohesion.

### ***Objectives:***

The goal of the youth empowerment project is to directly contribute toward wider social cohesion and support communities in addressing drivers of community-level instability, which may also foster violent conflict. The project will be geographically focused in the southern Libyan city of Sabha, which is a place of insecurity, inter-tribal fighting, and competition amongst militias for control over illegal commercial activities and smuggling routes. The project's goal will be achieved by training a cohort of 13 active students and faculty as trainers of peacebuilding and critical soft skills and supporting their implementation of local sessions for the wider student body.

Under the guidance of the Community Stabilization Programme Manager, the successful candidate will develop and facilitate, in close coordination with the CS team, a training of trainers (TOT) for Sabha University students and faculty, with a focus on critical soft skills.

### ***Core Functions / Responsibilities:***

The consultant will undertake the below tasks:

#### **In particular, s/he will:**

1. Develop a perception survey to be disseminated among students and faculty at Sabha University, and provide analysis of survey results
2. Develop and facilitate in Tunis a ToT for 13 students and faculty, including overall training plan, ToT agenda, learning objectives, relevant content and materials, guidance for trainers on the delivery of training, and Pre- and Post-Questionnaire
3. Design a Training Manual and supplementary materials
4. Edit the ToT curriculum and Trainer Manual in line with IOM comments/recommendations, results of perception survey, as required
5. Develop and facilitate in Tunis a follow-up session with student and faculty trainers, including agenda, objectives, relevant content, and evaluative questions
6. Submit final report on training program including results of all assessments and lessons learned
7. Submit final Training Manual

#### **Tangible and Measurable Outputs of the Work Assignment**

1. Perception survey
2. Seven-day ToT curriculum inclusive of recommendations on effective training delivery

3. Training Manual
4. Supplementary materials including, but not limited to, presentation slides, exercise tools, assessments and tests
5. Training report
6. Final report

### **Indicative delivery dates and details as to how the work must be delivered**

1. Perception survey delivered [4 working days]
2. ToT curriculum and draft manual completed [15 working days]
3. ToT facilitated on the months [11 working days]
4. Review session facilitated between [5 working days]
5. Final report and manual submitted by [4 working days]

### **Performance indicators for evaluation of results**

1. Communication is maintained between consultant and CS team
2. Deliverables are submitted on time and within agreed upon number of working days, unless otherwise approved in advance by the Programme Manager
3. Final products are inclusive of current best practices and take into account local context, results of the perception survey and review session

### ***Required Qualifications and Experience***

- Advanced university degree in social sciences, adult education or a related field from an accredited academic institution with relevant professional experience.
- Minimum of seven years relevant work experience
- Prior work experience with life skills / soft skills training programs
- Prior work experience with an international organization and/or providing technical assistance to national authorities and civil servants is an asset.
- Strong and demonstrable interest in humanitarian issues.
- Experience developing and delivering Training of Trainers programs
- Excellent communication skills, both written and verbal
- Good level of computer literacy
- Fluency in English

### **Languages**

Fluency in **English** is required (oral and written). Working knowledge of **Arabic** is an advantage.

### ***Required Competencies***

**Values:** all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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**

Any offer made to the candidate in relation to this vacancy is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

This position is a full-time home-based consultancy with potential travel to Libya and Tunisia as required.

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation

***How to apply:***

Interested candidates are invited to submit their updated CV with a cover letter to [hrdlibya@iom.int](mailto:hrdlibya@iom.int), by 07 April 2020 at the latest, mentioning the job title in the subject line. Emails without such indication will not be considered.

Only shortlisted candidates will be contacted.

***Posting period:***

From 25.03.2020 To 07.04.2020