CALL FOR CVS

Position	:	**Consultant – National Legal and Regulatory Advisory Services**
Organizational Unit	:	**Immigration and Border Management (IBM)**
Duty Station	:	**Remotely with travels**
IOM Classification	:	**Consultant**
Type of Appointment	:	**Consultant, 70 working days/to terminate March 2023**
CFCV No.	:	**CFCV2022/73**
Estimated Start Date	:	**As soon as possible**
Closing Date	:	**Wednesday, 22 June 2022**

Established in 1951, IOM is the leading UN Migration agency in the field of migration and 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. Read more about diversity and inclusion at IOM at www.iom.int/diversity. Applications are welcome from first- and second-tier candidates, particularly qualified female candidates. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

Objective:

Nigeria is presently engaged in the process of expansion of a Border Management Information System (BMIS), named MIDAS, which was developed by the International Organisation for Migration (IOM) in 2009, and currently operational at 5 main International Airports and 30 operational points (land and sea PoE as well as corresponding State Commands), creating a data/system architecture under the control of the Nigeria Immigration Service (NIS).

IOM is further supporting relevant Nigerian authorities to build border officials' data analytical capabilities to identify trends and threats in relation to Trafficking in Persons (TiP) and Smuggling of Migrants (SoM) to complement the afore-mentioned interventions. This is essential because data-driven decision making is more holistic and has a lasting impact. Enabling data sharing capabilities in the absence of a conducive data sharing environment is futile, to this end IOM in coordination with relevant Government Ministries, Department and Agencies (MDAs) are working to set up systems that will enable data sharing capabilities between relevant countries to develop more comprehensive threat analyses. These data-sharing capabilities can be developed, streamlined and enhanced only if participating jurisdictions have enacted privacy and data protection laws that are robust and compliant with international standards.

Context:

IOM is currently pursuing a pilot project seeking to secure and enhance an effective border management system in Nigeria, and to address the existing gaps in information management capabilities along the Niger-Nigeria border. Presently, there is little evidence of a systematic interaction between Nigerian and Niger border agencies, no streamlined data-sharing agreement in place, and cooperation between Niger-Nigeria on data exchange and sharing in the context of border management remains minimal. The consultant will support the development of a streamlined and robust data-sharing agreement between relevant Nigerian and Niger agencies with a view to enhance border management and security. IOM seeks to engage a legal consultant to provide required legal and regulatory advisory services that will support this key objective.

Core Functions / Responsibilities:

Under the supervision of the IBM Program Manager and in close coordination with the Immigration and Border Management unit, the successful candidate will work as a consultant on the IOM Immigration and Border Management (IBM) project portfolios "The IBM projects are implemented in collaboration with the Nigeria Immigration Service (NIS) and relevant border officials, in particular, the consultant will:

1. Conduct a situational analysis of how NIS processes MIDAS data, including its data-sharing practices vis-à-vis other Nigerian agencies or with foreign partners. This analysis is to be based on publicly available information, as well as observation of NIS's practice. This analysis should be delivered to a working group in form of a written report.
   Following the results of the above situational analysis, The Legal expert will work with the IOM team and relevant Government partners to encourage the Governments of Niger and Nigeria to develop streamlined cross-border data sharing arrangements. IN this context, the consultant will:
   - Organise and present findings in meetings to assist Nigeria and Niger to develop cross-border data sharing agreements.
   - Conduct associated legal work; and
   - Maintain communication with relevant Nigerian agencies to progress the work agenda

2. The National Legal Consultant will work in coordination with the IOM team and the International Legal Consultant to provide required support to;

   - Undertake a review of the adequacy and efficacy of relevant legislation, legal frameworks, bilateral and multilateral agreements, ECOWAS decisions etc, with a view to determine the adequacy of Nigeria's privacy and data protection laws;
   - Prepare a report with the aim to understand current process and legal frameworks on who are the data owners, how data is shared, to whom, how data is protected, and identify gaps;
   - Also contribute towards related IOM projects, including but not limited to support the GoN in establishing an API law in Nigeria through advocacy, sensitization and national consultative meetings and provide white/briefing papers while also supporting legal drafting activities where required.
   - Facilitate bilateral working group meetings conducted to initiate the drafting of a data exchange agreement (s) between Nigeria and Niger; and
   - Prepare and submit reports to IOM not more than 1 week after each activity.

Judicial cooperation between Nigeria and Niger is strengthened to enable joint investigation.

3. Effective international cooperation mechanisms are crucial to responding to all forms of transnational crimes and criminal cross border activities. To this end, the judiciary plays a vital role in countering TiP and SoM, IOM's approach seeks to shorten the channels of communication between the two national border authorities; to better understand respective legal, institutional, procedural frameworks as well as the nature and type of criminal networks; and to build trust between prosecutors and law enforcers, ultimately enabling joint investigations.

   The National Legal Consultant will work in coordination with the IOM team and the International Legal Consultant to provide required support to;
   - Prepare a preliminary report that contains model provisions that will advocate for the implementation of cross-border data sharing and protection between Nigeria and Niger.
   - Provide a detailed analysis and actionable strategies for establishing a 'Single Window' data processing environment in Nigeria for effective border security.
   - Carryout assessment of existing legal instruments for the facilitation of interagency cooperation for secondary inspection functions for judicial cooperation and joint investigation at all Nigeria borders crossings (land, air and sea).

- Consult with relevant Nigerian agencies with the aim to ensure regulatory coordination between agencies to provide for an efficient use of the data acquired through MIDAS;
- Develop a formalized working relationship/arrangement (DST and NIS) on joint exchange and sharing of data; and prepare a discussion paper inviting relevant partners to canvass views concerning implementation of cross-border data sharing.
- Develop a briefing paper on the steps Nigeria could take to allow it to enter into enhanced data-sharing agreements with other states in the medium to long-term.

Capacity building of relevant judicial and law enforcement officials

4. There is need to build the Nigerien and Nigerian border officials' data analytical capabilities to identify trends and threats in relation to TiP and SoM to complement the afore mentioned interventions. This is essential because data-driven decision making is more holistic and has a lasting impact. Enabling data sharing capabilities in the absence of a conducive data sharing environment is futile, to this end IOM proposes to set up systems that will enable data sharing capabilities between the two countries to develop more comprehensive threat analyses. These data-sharing capabilities will be set in line with the appropriate and the relevant data protection and privacy laws of each country. In addition, there is need for strong legal basis to foster interagency collaboration amongst law enforcement agencies at the Nation's frontline for improved joint investigation actions within each country as well as with neighbouring countries.

   The National Legal Consultant will work in coordination with the IOM team and the International Legal Consultant to provide required support to;
   - Coordinate and actively participate in the training and capacity building on the use of MIDAS system and how to exchange or share data as required.
   - Coordinate relevant trainings for border staff and disseminate the new frameworks in both countries.
   - Prepare and submit reports to IOM not more than 1 week after each activity.
   - Actively consult with relevant actors, National and internationally with the aim to further inform the development of Nigeria's regulatory regime in this sphere; and
   - Timely submission of final report based on overall task and expected deliverables.

Performance indicators

- Adherence to agreed schedule of activities
- Timely production of reports
- Respectful and cooperative approach with NIS and other concerned counterparts.

Required Qualifications and Experience

Education:
Advanced University degree from an accredited academic institution preferably in law or equivalent qualification/ degree in Law. Strong knowledge of privacy and data protection law is essential.

Experience:

1. At least 5 years of prior work experience in dealing with legal and prosecution issues especially in the regional and international context.

2. Demonstrated knowledge and experience in undertaking research especially in the area of data management and data protection.
3. Demonstrated experiences and skills in facilitating stakeholder/working group consultations.
4. Relevant regional and international experience will be an added advantage.
5. Demonstrated knowledge and experience in developing SOPs especially in the area of data management and data protection. The project seeks to identify expert (s) that fulfil the above criteria and have demonstrated ability of involving key stakeholders (judiciary, prosecution, police, civil society etc.) to provide relevant expertise and bring a wider perspective in developing the SOP.
6. Ability to provide solutions in a fast-paced environment, whether working independently or as part of a team
7. Excellent professional ethics
8. Extensive knowledge and ability to draft and produce high-quality written reports.
9. Excellent social and inter-cultural skills.
10. Ability to work with colleagues from varied cultures and professional backgrounds.
11. Personal commitment, efficiency, empathy, flexibility, drive for results, respect for diversity, creative thinking, and organized.
12. Excellent understanding of gender-related needs, perspectives, concerns, and promotes equal gender participation.
13. Proficiency in English.
14. Knowledge of French is desirable.

Languages
Fluency in **English**; knowledge of French is desirable.

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
- 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.

Others

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.

Female candidates are encouraged to apply

How to apply:

Interested candidates are invited to fill out the form on the link https://forms.office.com/r/kn4ybUTsBG and then submit applications via email to **HRNIGERIA@iom.int** indicating the position applied on the subject line **by Wednesday, 22 June 2022.**

For the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM**), and with a subject line **CFCV2022/73. Remotely with travels Consultant** (**National Legal and Regulatory Advisory Services)**

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).

Posting period:
From 09.06.2022 to 22.06.2022

No Fees:
IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts