Non-Key Expert on Management of Crime Scene in Human Trafficking

Terms of Reference

POSITION: Non-Key Expert on Management of Crime Scenes in Human Trafficking. Activity in Kenya

CONTRACT: Consultancy Or Expert

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JOB LOCATION: Activities in Kenya

DURATION: Five days from 24/03/2025 and 28/03/2025

THEME: Trafficking in Human Beings and Smuggling of Migrants

LIMITE DE CANDIDATURE

21 Février 2025

DURÉE DE LA MISSION

Court Terme

ZONE GÉOGRAPHIQUE

Afrique

COMPANY PRESENTATION

CIVIPOL, the technical cooperation operator of the French Ministry
of the Interior, is a private company that provides services to the public sector that help foreign states strengthen their internal security and uphold their sovereignty. As a specialist in Technical Assistance, Procurement, and Promotion of the security industry, CIVIPOL intervenes in the areas of identity, cross-border movement, and territorial reach.

CIVIPOL implements around 100 transnational projects, in close collaboration with partners of all nationalities, in more than 80 countries worldwide, principally in Africa.

The projects implemented by CIVIPOL are mainly funded by international donors (European Commission, World Bank, UN).

The project started in May 2022 and is expected to run until April 2025.

PROJECT DESCRIPTION

The Regional Operational Centre in Khartoum in support of the Khartoum Process and AU-Horn of Africa Initiative (ROCK) is a regional project to fight criminal networks involved in human trafficking and smuggling, financed by the Emergency Trust Fund for Africa of the European Union, which was launched as part of the Khartoum process at the request of countries from the Horn of Africa.

To combat these illicit activities, the ROCK promotes the exchange of information and expertise that is essential in the fight against these criminal networks, while paying particular attention to strengthening the criminal justice chain and enhancing the prevention to protect victims.

On-demand training is part of the project, and Crime Scene Management in Human Trafficking would outline the purpose, scope, roles, responsibilities, and procedures to ensure a coordinated and effective response during the investigation of human trafficking-related crime scenes.

JOB DESCRIPTION

The non-key expert will be responsible for the following:

- Develop and deliver a comprehensive training program on the management of Crime Scenes and their connection to human trafficking for Project ROCK Liaison Officers in Kenya, as well as around 18 colleagues in law enforcement agencies in Kenya.
- Provide training on scene security, victim identification, and support evidence preservation and the chain of custody.
- Real-time data sharing

- International cooperation (for cases involving multiple countries).
- Forensic aspect in Crime Scene investigation.

• Collaborate with law enforcement agencies and relevant stakeholders to assess training needs and customize materials accordingly.

• Provide ongoing support and guidance to law enforcement personnel in addressing real-world cases.

The expert shall provide specific direct inputs and deliverables as trainer and consultant. All deliverables must respect the Rock communication and visibility rules.

TRAINING APPROACH

The expert should employ an approach that is:

• Engaging and interactive, promoting active learning and skill development.

• Sensitive to the local cultural context and the unique challenges faced in Kenya.

• Results-oriented, with a focus on practical application of knowledge and skills.

• Ensure that participants of project activities are aware of relevant policy guidelines, technical standards, and relevant commitments that the Government and relevant institutions have undertaken under international and domestic law to counter Human Trafficking.

• Ensure that responses are in line with existing policy guidance, technical standards, and relevant Government human rights legal obligations and in line with overall anti-trafficking and victim protection guidelines.

REPORTING AND IMPACT ASSESSMENT

The non-key expert will be required to:

• Report on the progress and impact of the training program.

• Collect feedback from participants and measure improvements in their response to cases of online sexual exploitation and human trafficking.

• Recommend adjustments and enhancements to the training based on evaluations and feedback.

• Ensure design and implementation of activities are based on proper needs and feasibility analysis, and entail needed flexibility to respond to upcoming needs for change.

• Ensure activities are properly planned, implemented, and reported.

PROFESSIONAL EXPERIENCE

• Professional experience in the collection and processing of crime scene evidence, and crime scene management in THB and SoM cases.

• Professional experience in designing/conducting training in crime scene evidence handling techniques and processing evidence.

• Knowledge of methods for investigating crime scene THB and SoM.

• 3 to 5 years of relevant experience in Counter trafficking / Mixed migration.

- Several years of professional experience in investigating crime scenes, particularly sexual abuse.

• Previous consulting experience in Africa and knowledge of the context related to counter-trafficking in the Horn of Africa is an asset.

PROFESSIONAL SKILLS

• Ability to work collaboratively with team members within training settings

• Demonstrated ability to work effectively in highly stressful situations.

- Fluency in written and spoken English.

INTERPERSONAL SKILLS

- Organization, rigor, flexibility, and great autonomy
- High level of professionalism and dedication to the subject matter.
- Excellent communication and interpersonal skills, including cultural sensitivity.
- Diplomacy and experience in institutional relations

Duration and Location: from 24/03/2025 to 28/03/2025 (4.5 training days). The expert will benefit from one day of preparation, one day for reporting, and two days for travel. The contract for this position will be for this period, and the expert will travel to Kenya.

Application Process: Interested candidates should submit their applications, including a detailed CV, cover letter, and any relevant references or recommendations.

Recommendation: We encourage candidates with the requisite qualifications and experience to apply for this position.

