# Victim-Centred Referral Initiatives
# International Expert for CIVIPOL's BMM

**Terms of Reference**

**Victim-Centred Referral Initiatives International Expert for CIVIPOL's BMM**

**CIVIPOL – Better Migration Management Phase IV**

**Activities in Ethiopia, Kenya and Malawi with Contribution to Regional Activities**

**(Consultancy)**

LIMITE DE CANDIDATURE
10 Février 2026

DURÉE DE LA MISSION
Short Term

ZONE GÉOGRAPHIQUE
Afrique

## POSITION

Victim-Centred Referral Initiatives International Expert for CIVIPOL's BMM (Better Migration Management), Activities in Ethiopia, Kenya and Malawi, with contribution to regional activities.

**CONTRACT**: Consultancy

**JOB LOCATION**: Activities in Ethiopia, Kenya and Malawi with travels to the field where safety conditions allow.

**DURATION: 65 working days** from 15/02/2026 to 31/08/2028 (with the possibility of renewal in case of continuation of the Programme and mutually satisfactory work relationship)

**THEME**: *Criminal Justice System Cooperation to Counter Trafficking in Persons and Smuggling of Migrants and multi-agency approach*

### PROJECT DESCRIPTION

The objective of the Better Migration Management (BMM) programme is to support Horn of Africa countries to promote the safe, orderly and regular migration through human-rights-based and gender-responsive, victim-centred approaches, and in particular to support national authorities in addressing the trafficking of human beings and the smuggling of migrants within and from the Horn of Africa.

CIVIPOL, as an implementing partner of the BMM Programme, works to pursue the first Output of the programme "**The capacities of law enforcement, judicial, border and immigration authorities regarding anti-trafficking/anti-smuggling in accordance with a human-rights and victim-based approach are strengthened"**.

For such Output, following Output Indicators (OI) have been set:

- **OI 1.1** – Number of personnel of law enforcement, judicial bodies, border, and immigration authorities that completed a training under BMM IV and confirm having applied their newly gained knowledge in their daily work.
- **OI 1.2** – Number of partnerships, policies, agreements, or measures/SOPs on anti-trafficking/anti-smuggling have been implemented.
- **OI 1.3** Number of THB/SoM-related trainings (courses, modules) that have been institutionalized with relevant state-owned training institutes.

CIVIPOL also works to pursue the second Output of the programme "**The access to institutionalised and gender-responsive protection services for victims of trafficking and vulnerable migrants in countries is improved following a regional whole-of-route-approach"**.
For such Output, following Output Indicators (OI) have been set:

- **OI 2.4** – Number of measures defined through inter-agency meetings with the involvement of CSOs to improve the referral mechanisms that have been implemented.

### JOB DESCRIPTION

The Victim-Centred Referral Initiatives International Expert for CIVIPOL's BMM under the supervision of the Regional Coordinator / Team Leader, is in charge to undertake the activities included in CIVIPOL BMM Phase 4 Action Plan in all the concerned countries.

The Victim-Centred Referral Initiatives International Expert for CIVIPOL's BMM actions **will participate specifically in the activities and tasks described in the following table.**

The incumbent expert shall liaise with other CIVIPOL experts, as well as with BMM Implementing Partners and with national stakeholders under guidance by the Regional Coordinator / Team Leader in order to have a comprehensive and inclusive approach.

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

The expert will develop the Work Package (WP) Plan for each WP assigned, using the template provided by the CIVIPOL BMM Team.

For reporting purposes, the expert shall provide a report at the end of each Activity and at the end of each Work Package, using the templates provided by the CIVIPOL BMM Team.

The expert shall further enhance ownership dynamics and provide extensive, wide-ranging technical assistance support within the implementation of the SOPs and the Training Curricula, in a durable, sustainabil

The expert shall provide specific direct inputs and deliverables as trainer and consultant. All deliverables must respect the BMM communication and visibility rules. For reporting purposes, **the expert shall prov**

Overall, for the activities under the two working areas of OI 1.2, and OI 1.3, the **total number of working days foreseen is 65** (sixty-five). Within the 65 working days foreseen are **included the preparation and reporting duties**.


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