



**IOM International Organization for Migration
OIM Organizația Internațională pentru Migrație**

**Project “DEVELOPMENT OF INTEGRATED PSYCHOLOGICAL SERVICES OF THE BORDER
POLICE IN THE REPUBLIC OF MOLDOVA (SPINS)”**

TERMS OF REFERENCE

**“Development of the Curricula and course-reader manuals on Psychological Services within the
Border Police for the Border Police Section within the Police Academy of the MIA
and for the Center of Excellence on Border Security”**

Overview: Within the framework of the IOM IDF funded project “Development of Integrated Psychological Services of the Border Police in the Republic of Moldova (SPINS)”, IOM is supporting the General Inspectorates of Border Police (GIBP) of the Moldovan Ministry of Internal Affairs (MIA), as the main agency dealing with border management in Moldova, on restructuring and enhancement of its operational capacities for a proper handling of its competences, especially in facilitating regular movement of people through the Moldovan border while counteracting irregular migration. This support is meant as an important prerequisite for combatting transnational crime such as human smuggling and trafficking; terrorist threats; identification and interception of foreign fighters while supporting Moldova’s overall capacity to ensure regular movement of Moldovans and foreigners through Moldovan borders and territory and ensuring full observation of migrants’ human rights, including their psychological wellbeing, in line with the liberalized EU-Moldova visa regime. The importance of this support is especially high in light of the institutions’ new subordination, institutional framework and newly acquired competences, as well as the Govt. priorities for Border Police demilitarization and professionalization. It includes among others support for capacity building and creating of a self-sustainable system for development of the GIBP operational capacity while also enhancing the agency’s capacity and abilities for psychological support to its staff as well as the people crossing the border in line with the best international and European standards and practices.¹

Objective: The Government of Moldova is in the process of restructuring its migration and border management system based on EU best standards practice and according to its main international obligations arising mainly from the proximity of the EU border and Moldova’s European aspirations. In this regard, among other, the project aims at supporting the MIA and the Border Police in enhancing the knowledge of existing international standards and best practice on the Integrated Border Management (IBM) and contributing to the improved implementation of the state policy on IBM in Moldova especially through establishing and making operational the Integrated Psychological Services of the Border Police. Through this objective the project will contribute implicitly to strengthening of capacity of the GoM in the field of Integrated Border Management, including prevention and combating of irregular migration and transnational crimes for a comprehensive state-driven response to existing and potential migration challenges.

¹ An important underpinning of the project contain the provisions of the recent Association Agenda between the EU and the Republic of Moldova: http://eeas.europa.eu/moldova/pdf/eu-moldova-association-agenda-26_06_en.pdf

Justification: Moldova has achieved free visa regime and entered into association agreement with the EU, thus committing to a number of obligations that require democratic reforms. In order to complement these initiatives and support the progress in combating irregular migration in the country, the current project will focus on addressing the systemic elements of raising the operational capacity of the GIBP, one of the main state actors in the domain alongside the Bureau of Migration and Asylum, Center for Combatting Trafficking in Persons etc. In light of the Border Police new subordination, institutional framework of its activity and newly acquired competences, as well as considering priorities of Border Police demilitarization and professionalization which involves a high turnover of staff, it is essentially necessary to support the GIBP in implementation of different aspects of the Integrated Border Management Strategy. It includes raising awareness about existing EU standards and best practices in the area, consolidation of the agency's human resources through enhancing capacity building of the GIBP staff at different levels. Following this goal, the action will address the current needs in capacity building of the relevant GIBP psychological staff at different levels and will contribute to the development of an appropriate level of psychological services to the GIBP staff and people crossing the border in accordance to the existing international standards and best practice.

The Consultant: The IOM will commission an International Consultant, who under the overall guidance of the IOM Project Coordinator and direct supervision of the Human Resources Division of the GIBP will make a relevant assessment of the current legal and institutional structure of the GIBP Psychological Assistance Services along with training structure and instruments available for the Border Police in Moldova. Based on the assessment's results the Consultant will develop a consistent curricula on the Border Police Psychological Service based on relevant international (EU) standards and best practices to be integrated into the training schemes of (1) the Border Police section of the Police Academy of the MIA and (2) the Center of Excellence on Border Security. The Curricula should create the necessary methodological basis for the appropriate training of the Border Police Psychologists, which would contribute to the enhancement of performance of the Border Police Service of Psychological Assistance (SPA).² The ultimate goal of these developments is to ensure necessary quality in organization and provision of psychological services to the GIBP personnel and people crossing the border, the latter including especially vulnerable categories of migrants.

Besides, the Consultant will develop course-reader materials (manuals) on Border Police Psychological Service which would complement the developed curricula and would include the necessary reading materials corresponding to the training modules of the curricula. The course-reader materials will be adapted to the academic level of both training institutions in order to give the trainees the possibility to understand the training topics corresponding to their educational level thus developing relevant practical abilities in a best possible way for a better efficiency of the training process.

Working method and Partners: The Consultant will carry out the tasks partly as a desk study, on the basis of consultations and discussions with relevant officials in Moldova, and partly as a structured on-site research conducted in Moldova.

It is expected that the Consultant will spend up to **25 working days** on the project, including **up to 8 days (2 visits) in Moldova** for the assessment mission and presentation of the activity's results. However, the sequence of the activities and the acceptable time gaps between them have to be mutually agreed between the IOM and Consultant.

² The GIBP's Service of Psychologic Assistance (SPA) prospects, plans, organises and carries out the agency's psychological management (assessment, primary assistance, opinions on staff selection/appointment) and through the psychologists of the GIBP regional subdivisions provide psychological support to daily operations of the BPD staff and assistance to migrants and persons placed under Border Police custody. Currently, 10 psychologists compose the GIBP's SPA.

IOM Moldova will arrange for the Consultant the travel and will cover the related costs along with the **DSA for maximum 8 days visit to Moldova** according to IOM rates established for the respective months.

In addition to this, an all-inclusive fee will be paid to the Consultant based on the Consultant's financial offer and negotiations between IOM and the selected Consultant.

During the assessment and elaboration of the Curricula, the Consultant will pay a special attention to the human rights principles, corruptibility of the relevant legislative and normative framework guiding GIBP activity, especially the SPA, as well as the GIBP existing operational protocols as well as to gender aspects relevant to GIBP and SPA operation.

In this activity, the Consultant will support the coordination efforts undertaken by various stakeholders, including IOM, the Government, local authorities, non-governmental and international organizations and donors to ensure human rights and gender compliance of the state agencies' activity.

While executing the tasks, the Consultant will work in coordination with the GIBP relevant staff, especially HR division and SPA, the MIA, the Police Academy and the Center of Excellence on Border Security as well as other relevant agencies and partners.

Inputs: During the period of assignment and provision of relevant services, the Consultant will work in close cooperation with the IOM Moldova Project Team who will provide various logistical, operational, and liaising supports, including translation of materials and necessary interpreting services to facilitate the effective implementation of the activity.

Expected Deliverables:

1. A thorough assessment and analysis conducted on the following:
 - a) current legal and institutional structure of the GIBP's system of Psychological Assistance, including relevant developments carried out within the current project for creation of the GIBP system of Integrated Psychological Services (CIPS);
 - b) relevant training structure and instruments available for the GIBP staff in Moldova, including training syllabus of the Police Academy and the Center of Excellence on Border Security.
2. A comprehensive proposal for a consistent curricula on the Border Police's Psychological Services, corresponding to the current level of development of these services within the GIBP and targeting achievement of the relevant international (EU) standards and best practices to be integrated into the training scheme of the Police Academy of the MIA and the Center of Excellence on Border Security – developed and presented to the GIBP (relevant Police Academy's section and Center of Excellence on Border Security) and IOM.
3. A comprehensive proposal for the course-reader materials (manuals) on Border Police Institutional Psychological Services which complement the developed curricula and include all necessary reading materials corresponding to the training modules of the curricula and adapted to the academic level of both training institutions – developed and presented to the GIBP (relevant Police Academy's section and Center of Excellence on Border Security) and IOM.

Period of assignment: All the services specified in this ToR shall be provided during the period **15 June – 15 November 2018**. Upon completion by the Consultant of all tasks hereunder, the Consultant shall submit to IOM a final Report on all tasks and activities performed under this ToR until **30 November 2018**.

Desired qualification and competences:

- Post-graduate or equivalent qualification/ degree in law, psychology, human rights, conflict resolution, social sciences, or other relevant field or an equivalent combination of relevant training and experience.
- At least five years of prior work experience in the field of training on psychologic activity either in a police related training institution of the EU or in an international NGO, or International Organization.
- Proven in-depth knowledge and understanding of the border management and integrated border management concept on the EU level.
- Knowledge of EU policy and legislation in the area of migration and border management.
- Knowledge of the human resources development theories and practices and of the Migration and Border management officials training needs and peculiarities of secondary and higher education administration.
- Experience in working with governmental institutions and non-governmental organizations.
- Knowledge of international human rights legislation, anti-corruption standards and practices in the context of migration and border management.
- Ability to multi-task and work under minimal supervision with high level of resilience;
- Strong inter-personal skills demonstrated by the ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Advanced PC knowledge.
- Good communication, interpersonal and organizational skills.
- Good command of spoken and written English an absolute requirement.
- Ability to work efficiently and calmly under pressure.
- Proven high level of integrity, discretion and flexibility.
- Relevant regional and international experience will be an added advantage.

Languages: Good command of English language is an absolute requirement. Knowledge of spoken and written Romanian or Russian language would be an added advantage.