



IOM International Organization for Migration  
المنظمة الدولية للهجرة

Position Title: **Consultant/Police Advisor**  
Organizational Unit: **Migration Management Unit**  
Duty Station: **Erbil - Iraq**  
Type of Contract: **Sub-Contracting (Stars & Orbit)**  
Grade: **Equivalent to a P3**  
Duration of Appointment: **Six (6) months with possibility of extension**  
Closing Date: **June 13, 2018**  
Closing Date: **SVN2018/IRQ/096**

### **Context:**

Under the overall supervision of the Chief of Mission and the Programme Manager, Migration Management Unit, and the direct supervision of the Programme Officer of Community Policing, the incumbent will work to strengthen the implementation of the Community Policing (CP) model throughout Iraq.

Specifically, the incumbent will develop monitoring and mentoring tools to evaluate the implementation of the CP model across Iraq and conduct monitoring and evaluation visits to police stations and Community Policing Offices throughout Iraq. The incumbent will also develop relationships and conduct meetings with senior law enforcement officials in Baghdad and Erbil to ensure senior-level support for the effective implementation of the CP programme and model. Finally, the incumbent will provide technical inputs, as needed, to draft reports and planning documents related to community policing and crime prevention.

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

1. Design a strategic development plan that considers local conditions, clearly defining consistent objectives, practices and implementation benchmarks that can realistically be achieved within a sufficient time frame and in view of available resources.
2. Develop and operationalize a strategy to gain the support and commitment of all key stakeholders from the community level and from the police organization to implement the CP model.
3. Conduct monitoring and evaluation visits to police stations and Community Policing Offices in field locations throughout Iraq.
4. Develop monitoring and mentoring tools to evaluate the implementation of the CP model across Iraq.
5. Select a core implementation group in each Community Policing Office location to supervise and coordinate the CP model implementation process; create mechanisms for communication, supervision and evaluation of the implementation process; take overall responsibility for CP model implementation.
6. Provide support to and advice and mentoring to local police and community police in order to ensure an effective implementation of the CP model and that law and

order are maintained effectively and impartially according to democratic policing principles.

7. Conduct meetings and develop relationships with senior law enforcement officials in Baghdad and Erbil to ensure senior-level support for the effective implementation of the CP programme and model.
8. Assist the CP officers to strengthen service delivery of the CP model by conducting assessments in the established Community Policing Forums (CPF) to determine the frequency that crime categories (e.g., GBV and transnational organized crime including trafficking in persons and smuggling of migrants) are addressed during CPF meetings.
9. Provide support to and advise the local police and CP officers to implement the Crime Pattern Analysis System (CPAS).
10. Provide technical inputs and draft reports and planning documents related to community policing and crime prevention.

### **Required Qualifications and Experience**

- University degree or Masters, or an equivalent combination of relevant training and field experience in the areas of police advising and mentoring.
- Minimum experience of 7 years in related field.
- Ability to work harmoniously with colleagues from varied cultures and professional backgrounds.
- Personal commitment, efficiency, flexibility, and drive for results.
- Strong computer background including experience with relational database and Microsoft applications such as Excel, PowerPoint, Word, and Outlook.
- Works effectively in high-pressure, rapidly changing environments.

### **Languages**

- Fluent in English, command of Arabic is helpful.

### **How to apply:**

Interested candidates are invited to submit their applications via a link:

<http://iomiraq.net/vacancies/consultantpolice-advisor>

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

### **Posting period:**

From: 30.05.2018 to 13.06.2018