International Organization for Migration (IOM)
The UN Migration Agency

A CALL FOR APPLICATIONS - CONSULTANCY

I. POSITION INFORMATION	
CFA Number	IOMKCO/CFA/034/2023
Position title	Consultant – For the recruitment of a Technical Expert for an inter-operability assessment between existing border management/security systems and possible future Advance Passenger Information (API) and Passenger Name Records (PNR) systems in Kenya.
Duty station Duration of Assignment	Nairobi 3 months
Job family: Organizational unit:	Core Migration Immigration and Border Governance
Reporting directly to	Programme Coordinator (Immigration and Border Governance)

II. BACKGROUND AND JUSTIFICATION

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

In recent years, there has been exponential growth in passenger traffic, and states have been confronted with evolving border management challenges including personal data verification and data processing to guarantee travel facilitation and ensure border security. To maintain the delicate balance between facilitating cross-border movements and upholding border security, effective cooperation among government agencies, the private sector – including air and maritime carriers, and relevant international actors, such as INTERPOL, is crucial. The importance of preventing and combating terrorism, smuggling of migrants, trafficking in persons, and other transnational organized crime, while respecting fundamental rights and freedoms, notably data protection regulations and privacy is key to today's effective border governance. The Republic of Kenya is a source, transit, and destination country for regular, irregular, and forced migration. Kenya has had first-hand experience with terrorist attacks and continues to be vulnerable due to variety of factors including regional instability, presence of organized criminal groups and violent extremist organizations, border porosity coupled with lack of adequate security architecture. The security concerns also impact human security especially in relation to mobility. Being a regional hub, Kenya is at the centre of various migration routes and experiences complex mixed migration flows. The terrorism and violent extremism threats, especially on mobility avenues, is a key concern for the state authorities as well as communities, including migrants.

Kenya has six international airports and in 2018, the airports handled over 11.8 million passengers - with such a significant flow of passengers and as Kenya aspires to be the regional transport hub in the East and Horn of Africa, it is imperative that its airports have the latest

technologies to manage the significant traffic. With Jomo Kenyatta International Airport alone having scheduled flights to destinations in over 50 countries, with ever-growing passenger traffic; Kenya has a vision to be part of the countries to have Advance Passenger Information (API) and Passenger Name Records (PNR) in East and Horn of Africa and requested IOM's assistance in implementing a national API/PNR system, in partnership with the UN CT Travel Programme.

Kenya currently does not have adequate systems and structure in place for analysis of passenger data and establishing such structures will enhance Kenya's security structure and boost efforts to improve clearance at border controls, counter irregular mobility, identify passengers who are known as security threats (incl. Terrorist threats and serious organized crime) as well as identifying previously unknown threats, and more effective allocation of border control and law enforcement resources.

The Government of Kenya already has high level commitment to develop a national API/PNR system with a view to improving the clearance process of legitimate travelers, identify passengers who are potential threats, and complement existing data vetting processes against national and international watch lists and databases. Kenya has a desire to prevent and combat terrorism and transnational crime effectively and API-PNR implementation will enable the country to do this.

III. OBJECTIVES

For API/PNR systems to work efficiently, enhanced inter-operability between existing immigration and other border management systems is extremely important. Under the project, IOM proposes to conduct a technical assessment on existing national border management systems to identify gaps and opportunities to enhance inter-operability. Based on findings of the assessment, the Government of Kenya will be able to make informed decisions on selecting appropriate API/PNR solutions.

IV. SPECIFIC TASKS OF THE CONSULTANCY

Under the overall supervision of Head of Programme and Policy Development and the direct supervision of Programme Coordinator (Immigration and Border Governance), the consultant will carry out the tasks detailed below:-

1. Hold an initial meeting with IOM and GOK agencies that will play a key role in the implementation of API/PNR systems to understand government expectations to achieve the establishment of a future passenger information unit (PIU)
2. Conduct a technical assessment on existing national border management and border security systems to identify gaps and opportunities to enhance inter-operability with future API/PNR systems focusing on:
    a. Identifying and mapping out existing databases, watchlists and border management and security related screening systems in operation in Kenya.
    b. Assessing which of these should be accessible by staff who would form part of a future PIU (or similar analytical unit) and score these systems in order of priority.
    c. Comparing/contrasting whether the future PIU staff should have access to these systems via an interoperable API/PNR system, or in a side-by-side manner – and mapping out any SOPs that would be required for both options.
3. Carry out a rapid analysis of various API/PNR systems available in the market to determine which may be best suited for the government of Kenya's interests, considering in particular their ability to connect to national watchlists and databases, providers' longevity and success, system performance and structure, versatility, the services provided outside of system installation and overall performance, and summarize the expected costs of each system (if available).

4. Submit a draft assessment report with a focus on inter-operability between existing systems and potential API/PNR systems available.
5. Participate in consultations/validation workshop to support in presentation of report findings with national stakeholders.
6. Revise chapters/sections of the draft assessment report based on feedback from IOM, UN CT Travel, and national partners.
7. Submit Final Assessment Report

V. TANGIBLE AND MEASURABLE OUTPUT

- Satisfactory completion of tasks indicated.
- Assessment tools detailing scope and methodologies of assessment.
- Draft technical assessment report with clear findings and Recommendations.
- Final assessment report incorporating recommendations/ comments from IOM and UN CT travel team and National Partners.
- Comprehensive Interoperability Assessment report with clear recommendations on API/PNR system for Kenya as well layout and technical recommendations for establishment of Passenger Information Unit.

VI. QUALIFICATION AND COMPETENCIES REQUIRED

Education and experience

Education
Degree in Social Sciences, Security Studies, ICT, Migration Studies, Political Science, International Relations, Economics, Law Enforcement or other relevant field with at least ten years of professional experience.

Experience
1. Have at least 10 years ICT / Law Enforcement work experience and some knowledge of API/PNR systems.
2. Experience in the field of law enforcement and border management and related IT systems, in Kenya and East Africa.
3. In-depth knowledge and understanding of procedures and policies related to border management.
4. Experience of developing policy/technical documents for Government authorities.
5. Experience working with the United Nations or other International Organizations is an advantage.
6. Experience in organizing high-level and multi-stakeholder consultations.
7. Excellent writing and presentation skills

Skills
1. Strong management capability and experience.
2. Proven ability to establish and maintain strong working relations with relevant Government counterparts, international organizations, and private sector entities.
3. Excellent communication and negotiation skills.
4. Excellent report writing skills.
5. Excellent computer skills.

Required Values and Competencies

Values
- Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

- 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.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected and fairly
- treated.

Core Competencies
- 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 actions and delegated work.
- Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring, and motivational way.

Technical Competencies

1. Delivers on set objectives on hardship situations;
2. Effectively coordinates actions with other implementing partners;
3. Works effectively with local authorities, stakeholders, beneficiaries and the broader community to advance country office or regional objectives.

VI. LANGUAGE

Fluency in written and spoken English.

Mode of Application

To apply for this consultancy, interested and eligible applicants can send copies of the following documents to the International Organization for Migration (IOM), Human Resources Department at hrnairobi@iom.int

1. Cover letter and CV describing previous experience providing similar services to clients.
2. Samples of previous similar works (e.g. documents and/or links to websites).

Closing Date: 20th September 2023

Only Shortlisted Applicants will be contacted.

NOTE

NO FEE:
The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process or training). IOM does not concern itself with information on applicants' bank details.