

ASEAN-AUSTRALIA COUNTER TRAFFICKING

Terms of Reference

Community Policing Training Manual Consultant

Deadline for applications

5PM Bangkok time, 5 October 2021

Position

Community Policing Training Manual Consultant

Position status

International

Duration

30 input days
over two months (October to November 2021)

Remuneration

ASEAN-ACT remuneration framework

Reports to

ASEAN Program Director

Location

Remote/home-based

Performance Management and Reporting Framework

Program reporting framework

Contact details

Queries relating to this position should be directed to

recruitment@aseanact.org

It is essential that you quote

'Community Policing Training Manual Consultant' in your e-mail title, or you may not receive a response.

Child protection

Cardno is committed to child protection and safeguarding the welfare of children in the delivery of our International Development programs. Recruitment and selection procedures reflect this commitment and will include relevant criminal record checks.

About the organisation

Cardno is a global consulting organisation that manages projects for major donors, delivering aid work in various disciplines such as education, health, governance, resource and environment management and infrastructure. Our work expands across Europe, Latin and North America, Asia, the Pacific and Africa. With over 6,000 staff worldwide, our vision is to be a world leader in the provision of professional services to improve the physical and social environment.

About the program:

ASEAN-Australia Counter Trafficking (ASEAN-ACT) continues Australia's long running collaboration with ASEAN and its member states to end trafficking in persons (TIP) in our region. ASEAN-ACT works to support ASEAN Member States (AMS) to implement the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP). The program works primarily on strengthening the justice sector response to human trafficking, while opening up new partnerships with allied government agencies, civil society and business. It engages all 10 ASEAN Member States in some capacity and continue national-level programming in Cambodia, Indonesia, Lao PDR, Myanmar (currently on hold), the Philippines, Thailand, and Vietnam.

Program Outcomes

The overarching goal that ASEAN-ACT contributes to is that ASEAN Member States have effective justice systems that provide just punishment of traffickers and protect the rights of victims. Three interrelated end-of-program outcomes (EOPOs) contribute to the achievement of this goal by 2028:

1. EOPO1: ASEAN's planning, monitoring and reporting of ACTIP implementation is increasingly effective and advances the protection of victim rights.
2. EOPO2: AMS justice and related state agencies are increasingly capable of implementing their ACTIP obligations, in particular those that uphold victim rights.
3. EOPO3: AMS justice and related state agencies' policies and practices are influenced by relevant stakeholders and better aligned with ACTIP, especially in connection to victim rights obligations.

Overview

In implementing the ACTIP, the Senior Officials Meeting on Transnational Crime has led the development of a cross-sectoral, cross-pillar action plan with various ASEAN Sectoral Bodies/ASEAN Organs (ASBs) that resulted in the Bohol TIP Work Plan 2017-2020 (BWP). The BWP is used by the ASBs as a reference in developing initiatives related to TIP under their respective work plans.

To support the implementation of BWP, the ASEAN Intergovernmental Commission on Human Rights (AICHR), as one of the ASBs, has endorsed a project on AICHR-SOMTC Annual Course on TIP: Community Policing Approach to Victim Identification and Prevention of Trafficking in Persons. This project is part of AICHR 2020 Priority Programmes that was approved by the ASEAN Foreign Ministers' Meeting in 2019. This project is implemented by AICHR Indonesia as the implementing agency and supported

by ASEAN-ACT. It contributes to the implementation of BWP and is aligned with ASEAN-ACT's outcomes, particularly EOPO1.

As part of the project, a capacity building event was conducted virtually on 23-25 August 2021 with more than 100 participants from all ASEAN Member States (AICHR Capacity Building). To sustain the initial gains from the AICHR Capacity Building and institutionalize community policing and human rights-based approaches, ASEAN-ACT is seeking a consultant (individual or firm) to develop a training manual on community policing.

Cardno is an equal opportunity employer

Cardno encourages women to apply. Cardno recognises the moral and legal responsibility to provide an equal opportunity workplace by ensuring that all recruitment and selection decisions are based on the best qualified and experienced candidate who can perform the genuine inherent requirements of the position.

Cardno is committed to Safety and the Prevention of Sexual Abuse and Harassment (PSEAH), Child Protection and bribery prevention. We want to engage with the right people to deliver our client programs. As part of our approach you will be subjected to formal background screening, criminal record checks, employment verification, and periodic compliance checks. All Cardno staff receive safety, compliance and safeguards training and are responsible for contributing to a safer working culture.

Objectives

The project aims to build the capacity of frontline officers in using community policing approaches to counter TIP, particularly with respect to victim identification and community prevention. The project will draw on findings from a workshop conducted by AICHR, with support from ASEAN-ACT in August 2021 on community policing and TIP to draft training manual on community policing approach to victim identification and prevention of TIP.

The draft training manual will be submitted to AICHR for validation and endorsement in November 2021. The training manual aims to serve as a reference for the frontline officers of AMS in developing and/or improving the community policing approaches to TIP in their respective countries. Moreover, the training manual will document the existing use of community policing approach to victim identification and prevention of TIP by AMS as gathered during the AICHR Capacity Building and other perspectives from the international community.

Areas of Responsibility

At the direction of AICHR Indonesia as the implementing agency and the ASEAN-ACT ASEAN Program Director, the consultant shall be responsible for developing a training manual on community policing and human rights-based approaches to victim identification and prevention of TIP, including consultations, data gathering and research that may be entailed in the assignment. The consultant shall consider the following:

- > ACTIP and other relevant ASEAN instruments;
- > International legal framework related to trafficking in persons;
- > Outputs and good practices shared by the participants from the AICHR Capacity Building Workshop;
- > Inputs and recommendations from relevant ASBs as necessary, and
- > Approved concept note of the project.

Expected Outputs

The consultant shall deliver the following outputs:

- > A Training Manual on Community Policing Approaches to Victim Identification and Prevention of Trafficking in Persons; and
- > Validation meetings or workshops, as necessary.

Reporting Requirements

The consultant shall report directly to AICHR Indonesia and ASEAN Program Director of ASEAN-ACT and submit the following for reporting purposes:

- > Proposed workplan with stated timelines and deliverables;
- > Regular progress updates; and
- > informal updates and regular communications

Selection Criteria

Essential:

- > Strong knowledge and experience of community policing approaches in the context of ASEAN
- > Strong knowledge and experience on the use of community policing to prevent TIP and identify victims
- > Excellent knowledge and understanding on international and ASEAN legal framework and policies relevant to community policing and counter TIP.
- > Demonstrable track record in conducting successful workshops and training for relevant stakeholders working in counter-trafficking, labour migration, or other relevant social issues, especially within Southeast Asia.
- > Excellent knowledge on human rights-based and victim-centered approaches and gender dimensions of TIP.
- > Excellent intrapersonal skills and the ability to convene diverse stakeholders, including senior government officials.
- > Ability to write high quality materials including formal reports; and
- > Strong analytical, verbal, and report writing skills in English.

Desirable:

- > Previous experience in developing training manual on counter-trafficking.
- > ASEAN national or proficiency in an ASEAN language or experience in the region will be highly regarded.
- > Knowledge and experience of Australian Government development programs and reporting requirements.
- > Experience working with ASEAN

Qualification:

- > Tertiary degree in public policy, law, international development, policing or related field.

How to Apply

Send an email to recruitment@aseanact.org with:

1. A one-page cover letter, which describes how your skills and experience are applicable to the selection criteria;
2. Curriculum vitae; and
3. The words 'Community Policing Training Manual Consultant' in the e-mail subject.

ASEAN-ACT is committed to achieving workplace diversity in terms of gender, nationality, and culture. Individual from minority groups, indigenous groups, People with a disability, women and ASEAN nationals are strongly encouraged to apply.

All applications will be treated with the strictest confidence.

Due to the expected volume of applications, only candidates under positive consideration will be notified.

Other Information

Amendments to the position's Terms of Reference may be made during the period of the engagement as required.