**Call for Expert: *International Short-Term Experts on enhancing the capacity to prevent and counter corruption***

EU Support to Strengthening Integrated Border Management in Ukraine (EU4IBM)

**Posting Date:** 04/09/2020

**Duty station:** home based, with travel to Ukraine

**Maximum number of working days:** 30 (thirty)

**TITLE**

International Short-Term Experts on enhancing the capacity to prevent and counter corruption (AC STEs) in State Border Guard Service (SBGS) and State Customs Service (SCS) in the framework of implementation of the relevant activities of the EU-funded project “EU Support to Strengthening IBM in Ukraine (EU4IBM)” implemented by ICMPD.

**NUMBER OF POSITIONS**

Two anti-corruption (AC) STEs will be recruited:

* Profile 1: with experience in border management;
* Profile 2: with experience in customs enforcement.

**ORGANISATIONAL OVERVIEW**

The International Centre for Migration Policy Development (ICMPD) is an international organisation tasked with promoting innovative, comprehensive and sustainable migration policies. With 18 Member States and over 60 projects active throughout Europe, Africa, Asia and Latin America, ICMPD is a growing and ever-more relevant presence in its field. The organisation’s greatest assets are its 250+ staff members, who personify its values of commitment, integrity, partnership, respect, and innovation in actions and decisions.

# BACKGROUND

The project “EU Support to Strengthening IBM in Ukraine (EU4IBM)” supports the identification of and assists in addressing the gaps in the implementation of the national reforms approximating the Ukrainian border management system to the standards and best practices of the EU Integrated Border Management (IBM) in line with the national Integrated Border Management Strategy of Ukraine (IBM Strategy, adopted by the Cabinet of Ministers on 24 July 2019) and the Action Plan (IBM AP, adopted on 27 December 2019 by Decree of the Cabinet of Ministers No. 1409-p).

**OBJECTIVE**

The AC STEs will be involved into the implementation of a set of selected project activities to provide the advisory and technical support to SBGS and SCS in developing / strengthening anti-corruption policies, institutional structures and measures to prevent and counter corruption taking into account relevant BPA findings and recommendations, BPR AP(s) as well as good EU and international practices.

The AC STEs will work in close cooperation with the EU4IBM Project Implementation Team (PIT) and in close collaboration with other Short Term Experts (STEs) to contribute to the following project activities implementation:

* Business process analysis (BPA);
* Business process re-engineering action plan(s) (BPR AP(s));
* Development, validation and implementation of the concepts/measures for prevention and countering corruption, where relevant integrating the BPA findings, BPR AP(s) measures, applicable good EU practices and the recommendations of the other IBM assessments implemented in Ukraine;
* Support implementation of the proposed measures to prevent and counter corruption.

**TASKS**

The tasks to be completed by AC STE within this assignment are the following:

1. Develop and continuously update a work plan to be approved by the PIT.
2. In close coordination with PIT and beneficiaries contribute to BPA of anti-corruption related BPs and the development of the BPR recommendations to be integrated into BPR AP(s).
3. Conduct the comparative analysis of the good anti-corruption practices applied by EU MSs and Ukrainian border management agencies SBGS/SCS.
4. In close coordination with PIT and beneficiaries provide international expertise by identifying and suggesting the most relevant anti-corruption concepts, measures and methods to be applied in SBGS/SCS.
5. Compile the consolidated recommendations on potential measures to prevent and counter corruption to be applied in SBGS/SCS.
6. Support the implementation of the anti-corruption recommendations through i.a. awareness raising activities, proposals for legal and regulatory changes, proposals for procedural adjustments, establishment of new control and accountability tools, etc.
7. If requested, support the improvement of anti-corruption related legal framework by proposing and supporting the formulation of the legislative amendments.
8. Perform other duties related to development and implementation of anticorruption measures for SBGS and SCS if/as assigned by the PIT.

**DELIVERABLES**

AC STE is expected to provide the following deliverables:

1. Work plan approved by and coordinated with the PIT and beneficiaries – October 2020.
2. Anti-corruption related contributions to BPA of related BPs and the development of the BPR recommendations to be integrated into BPR AP(s) – October 2020 – February 2021.
3. Comparative analysis of the good anti-corruption practices applied by EU MSs and Ukrainian border management agencies SBGS/SCS – October 2020.
4. Proposals and recommendations on identifying the most relevant anti-corruption concepts, measures and methods to be applied in SBGS/SCS, approved by PIT and beneficiaries – November 2020.
5. Consolidated recommendations with action plans for implementation of proposed measures to prevent and counter corruption to be applied in SBGS/SCS, approved by PIT and beneficiaries – November 2020.
6. Provided support for implementation of the anti-corruption recommendations through i.a. awareness raising activities, proposals for legal and regulatory changes, proposals for procedural adjustments, establishment of new control and accountability tools, etc. – November – December 2020.
7. If requested, provided support for improvement of anti-corruption related legal framework by proposing and supporting the formulation of the legislative amendments – January 2021.
8. If requested, performed other duties related to development and implementation of anticorruption measures for SBGS and SCS if/as assigned by the PIT – October 2020 – February 2021.

The draft deliverables must be submitted in English in line with the timeline established at the moment of contracting. If possible, the working versions of the deliverables could be drafted in Ukrainian to allow for smooth participation of the national beneficiary agencies’ experts.

It is expected that during the COVID-19 travel restriction period, the tasks identified above would be conducted in a remote mode (using the vast array of technical means for distance communication, collaborative platforms and regular on-line coordination meetings). Once the travel situation allows, the expert will be expected to travel to Ukraine to continue the delivery of the tasks there.

PIT will support the delivery of the tasks by providing the relevant documents, translation, coordinating with the beneficiary agencies on organisational issues.

During the process, the expert will work with the relevant national and international stakeholders in a collaborative and coordinated manner.

The final deliverables must be submitted no later than 28 February 2021.

**Maximum number of working days:** 30

**Reporting lines**

International AC STE reports to Project Officer, EU4IBM and works in a collaborative manner with other international/national experts.

**Qualifications and Experience**

* Advanced university degree in Law or related discipline;
* At least 5 years of experience in the field of anti-corruption in public service organisations of the EU MS;
* Experience in the field of anti-corruption in border management or other law enforcement agency of the EU MS is an asset;
* Knowledge of appropriate examples of international and EU good practices in the field of anti-corruption;
* Experience in working with similar projects funded by EU or another donor is an asset;
* Knowledge of the EU legal framework related to IBM is an asset;
* Demonstrated ability to manage quality and ensure compliance with the international legal framework in previous projects;
* Must be able to work independently and demonstrate excellent teamwork, coordination and facilitation skills;
* Analytical, research, reporting, communication, documentation and presentation skills;
* Experience working with senior management of border guards/police and customs services is an asset;
* Ability to plan and implement several multi-component and multi-stakeholder activities in parallel;
* Ability to process large volumes of information;
* Ability to take initiative, take responsibility and manage constructive criticism;
* Ability for provision of deliverables and reporting in a timely manner;
* Ability to work under pressure and in rapidly changing circumstances;
* Computer literate with ability to operate Microsoft applications;
* Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
* Ability to establish and maintain effective and constructive working relationships with people of different national and cultural backgrounds while maintaining impartiality and objectivity.

**Languages**

* Fluency in English is required
* Good knowledge of Russian/Ukrainian for business communication will be an asset

**Support and materials to be provided by ICMPD**

* Description of Action of the Project EU Support to Strengthening IBM in Ukraine (EU4IBM)
* IBM Strategy of Ukraine 2020-2025 and its implementation plan 2020-2022
* Catalogue of SBGS and IBM Business Processes
* Template of timesheet
* Template of payment claim
* Any other documents
* Translation of the documents not yet translated into English
* Facilitation of the contacts with the relevant national agencies
* Organisation of travels and meetings with the relevant beneficiary agencies in case of need

**Application Process**

Interested experts should send their CV with an indication of this announcement and thematic profile (border management / customs enhancement) in the subject line of the email to [EU4IBM\_UA@icmpd.org](mailto:EU4IBM_UA@icmpd.org).