

Vacancy Notice No : CVN 2024/13
Position title : Migration and Public Health Curriculum
Duty Station : Belgrade
Classification : Consultant
Type of Appointment : Category B consultancy
Estimated Start Date : November 2024
Closing Date : 12 November 2024

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.

General functions: Migration stakeholders and service providers need capacity building support to accelerate implementation of migration priorities towards achieving Sustainable Development Goals (SDGs) and fulfilling its commitments under the Global Compact for Safe, Orderly and Regular Migration (GCM). Besides the Commissariat for Refugee and Migration, key stakeholders are the Ministry of Interior, the Ministry of Labor, Employment, Veterans' and Social Affairs, the Ministry of Education, the Ministry of Health, the Ministry of Economy, the Ministry of Foreign Affairs, etc. Mentioned service providers from government and civil society need assistance in terms of further capacity building in order to provide support to various migrant groups, especially in local communities (including humanitarian support, social protection, healthcare, legal aid, employment/career counselling, etc.). Apart from basic learning offer from National Academy for Public Administration (NAPA), specialized training on migration is provided by SCRM through its dedicated Migration Training Centre (MTC) in Plandiste, created through donor and government support in 2018 for sustainable training and capacity building programs and research in the field of migration.

IOM (with thematic support from WHO) aims to support capacity development and knowledge management amid local migration planners embracing better evidence and whole-of-society approach in local migration policy planning and implementation. IOM will support the MTC to create new thematic curriculum on migration and public health. In developing and delivering this curriculum, IOM seeks to engage consultant (who possess(es) expertise and experience in the subject matter, targeting expertise from relevant public institutes, academia, as well as from civil society.

Under the direct supervision of IOM Joint Programme Coordinator and close cooperation with WHO and Commissariat for Refugee and Migration of the Republic of Serbia the Consultant shall:

- a) Develop a Training Plan which shall contain the inventory of modules to be developed and

learning areas to be presented, as well as proposal of composition and structure of topics and sub-topics related to migration and public health. The special attention will be dedicated to three thematic areas:

1. Access to healthcare of refugees and migrants in Serbia (including the access to mental health services).
2. Prevention of infectious diseases and injuries in the context of collective accommodation .
3. Mental health, stress recognition and management

This list must include the following sub-components: title, list of associated general curriculum outcomes (GCOs), learning objectives, and a brief description of the lesson and a list of included subcomponents. The Plan must also include explanation of training methods which will be used for each component in line with *learner-centred approach*

- b)** Develop a Training Programme which must include a Guidelines for Trainers and Training materials.
- Training Programme should be designed as ToT with up to three trainings. The first part of each training should be designed for strengthening skills and competencies for delivery of trainings and forming teams of trainers, and the second part to correspond to thematic areas developed through Training Plan.
 - Guidelines for Trainers shall contain: explanation of the methodology which shall be used, composition of trainer's team, their roles, detailed plan of work for each training module (length, content, etc), including explanation how training materials should be used (maximum length XX-XX pages).
 - Training materials shall contain:
 - Brief theoretical introduction to the topic and/or sub-topics (maximum length XX pages);
 - Accompanying PPT for each topic and /or sub-topics;
 - Materials for practical work/exercises.

For each topic at least one practical work/exercises should be designed. It is recommendable to use modern technology for development of materials for practical work and exercises and/or to encourage group collaboration among participants, facilitates the exchange of ideas, and incorporates real-life examples from practice;

- c)** Conduct up to three trainings within ToT and provide mentorship support to trainees in preparation for conducting trainings on the above three topics for medical staff and civil servants;

- d) Develop Quiz/questionnaires for each training module for measurement of participants' knowledge and define sequencing plan for testing the trainee results;
- e) Prepare a Report on Realization of Activity
 - The report should encompass a general overview of the conducted trainings (participants, time and location, content, etc.), summary of results on achieved levels of knowledge by the participants, evaluation results related to quality of training and trainers performance, as well as lessons learned from the process and implementation of trainings.
- f) Submit all deliverables to IOM, WHO and Commissariat for Refugee and Migration for review and comments;
- g) Address all the comments in satisfactory manner and submit the deliverables to IOM, WHO and Commissariat for Refugee and Migration for final clearance.
- h) Prepare and draft a set of documents necessary for Migration and Public Health Curriculum accreditation from the Serbian Medical Society for further accreditation procedure

The content of the curriculum must be in Serbian as the participants are local. All deliverables have to be quality reviewed and accepted by IOM, WHO and CRM and tasks carried out in close cooperation with the IOM designed project staff.

Copyright and ownership of the final content shall rest with the IOM and Commissariat for Refugees and Migration, and it will be the Consultant's responsibility to ensure that all submitted materials and components shall not infringe on copyrights held by other parties.

Performance indicators for the evaluation of results:

- Draft Training Plan
- Training Plan, updated on the basis of IOM, WHO and CRM suggestions and approval by IOM Joint Program Coordinator
- Draft Training Programme, containing Guidelines for Trainers and Training Materials in Serbian language
- Final Training Programme, containing Guidelines for Trainers and Training Materials, updated on the basis of IOM, WHO and CRM suggestions and approval by IOM Joint Program Coordinator
- Conducting up to 3 trainings for trainers

- Report on Realization of Activity

Desirable Qualifications and Experience:

- Minimum University Degree in Medical Studies or related field;
- Advanced University Degree would be considered an asset (MSc, Ph.D.);
- Expertise in medical studies with focus on public health

Skills

- Sound knowledge on migration;
- Proven experience in development of training materials and delivery of training in similar areas proven through the portfolio of previous work
- At least 5 years of experience in the field of medical research;
- At least 2 years of experience in teaching / lecturing / adult training on health and migration;
- Demonstrated skills in education methodology and creation of educational materials (classroom and/or electronic training materials)

Languages Required

- Excellent knowledge of spoken and written Serbian and English is required.

The incumbent is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **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.

Core Competencies – behavioral indicators

- **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 action and delegated work.

Communication: encourages and contributes to clear and open communication; explains

complex matters in an informative, inspiring and motivational way.

How to apply:

- Interested candidates to submit their applications as soon as possible by sending the IOM Personal History form in English language available on IOM Serbia website and a motivation letter, not more than one page, via email to iombegvacancy@iom.int quoting this respective Vacancy notice number (CVN 2024/13) in the subject.

Only shortlisted candidates will be contacted.

Position is subject to availability of funding

Posting period: From 05 November 2024 to 12 November 2024

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.