



CALL FOR CVs

Position Title: **Pre-Departure Orientation trainer**
Duty Station: **Countries of first asylum**
Classification: **Consultant**
Type of Appointment: **Short-term assignments**
Estimated Start Date: **As soon as possible**

Closing Date: **16 April 2023**
Reference Code: **FI10-CFCV-2023-02**

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.

IOM is committed to a diverse and inclusive environment. External candidates will be considered for this vacancy. This is a request for Curricula Vitae/expression of interest for the position of PRE-DEPARTURE ORIENTATION trainer. The successful candidates will be offered on-call Consultancy Contracts.

Context:

The IOM Country Office in Finland is looking for applicants with the ability to provide Pre-Departure Orientation (PDO) for Finland-bound quota refugees in their respective countries of first asylum before their resettlement to Finland. The objective of the PDO is to facilitate smooth transition into Finnish society by providing practical information about Finland, while at the same time helping beneficiaries to develop skills and mindsets needed to adapt into the new society. The aim is to address questions and possible concerns of refugees about their future in Finland prior to their departure in order to help them to create realistic expectations about their resettlement. At the end of the PDO, which lasts for approximately 3 days, the refugees should be equipped with better understanding of the challenges they may encounter and possibilities they have in Finland. PDO trainings are preferably delivered in the native language(s) of refugees, or via interpreters if needed. The successful candidate will attend a training consisting of self-study materials, online/in-person sessions and work practice.

Core Functions/ Responsibilities:

The Consultant will be responsible for conducting the following assignment:

- Participate in an (online) planning meeting prior to each training



- Provide Pre-Departure Orientation sessions to Finland-bound quota refugees living in their first countries of asylum
- Assess available training materials and provide feedback on them through an IOM feedback form
- Submit a report based on an IOM reporting form after each training
- Participate in monitoring and evaluation studies carried out by IOM when requested
- Assist in other duties that may be assigned to the Consultant by the Project Coordinator or the Head of Office.

Other

The successful candidates should have in-depth knowledge of Finnish society, in particular with regards to topics quota refugees encounter in the early phases of their integration in Finland. Proficiency in languages spoken by main quota refugee groups is advantageous, as is previous experience in providing (migrant) training. Relevant work experience in the area of migration/integration will be considered as advantageous. Pedagogical and IT skills are important and relevant assets, too.

IOM also values candidates having insights into refugees' living conditions, resettlement process and experience working with refugees in Finland.

IOM is an equal opportunity employer and seeks committed professionals with a wide variety of skills in the field of migration. IOM staff work in multi-cultural environments, in which diversity and cultural sensitivity are valued.

Remuneration and Terms of Payment

The Consultant will receive an all-inclusive consultancy fee which will be paid to the bank account indicated by the Consultant based on days worked and submission of field reports at the end of each deployment. Travel and accommodation costs will be covered by IOM.

Required Qualifications and Experience

- Bachelor's degree or higher in social science, social services, humanities, migration, integration support, education, pedagogy or similar fields
- Live and work or study in Finland
- Good knowledge of Finnish society through personal experience
- Able to work in a multicultural environment
- Excellent communication skills (written and verbal)
- •Training/facilitating experience/presentation skills (previous experience required)
- Familiarity with different training methods
- Ability to handle confidential and sensitive information
- Good level of computer literacy
- Excellent skills in teamwork and cross-cultural competence
- Readiness to travel on short notice for periods of ca. 1-2 weeks at a time to countries refugees will be resettled from
- Organized and dependable, self-disciplined and reliable



- Ability to work under pressure and manage stress, and flexibility and ability to reach common goals in changing circumstances
- Relevant work experience in the area of migration or a personal refugee/migrant background

Language:

- Fluent command of spoken and written English is required.
- Finnish language skills (written and verbal) minimum intermediate level B1.1 – B2.2
- Knowledge of languages spoken by refugees resettled to Finland is considered a strong asset

How to apply:

Interested candidates with the required qualifications should submit a cover letter and a CV. All applications must be addressed to the Resource Management Officer (email: iomhelsinki@iom.int) quoting the above reference code.

Posting period:

27.03.2023-23.04.2023