



NATIONAL CONSULTANT (IBG) **OPEN TO INTERNAL & EXTERNAL CANDIDATES**

Organizational Unit : **IMMIGRATION AND BORDER GOVERNANCE**
Duty Station : **COLOMBO**
Type of Appointment : **CONSULTANCY**
Estimated Start Date : **ASAP**
Closing Date : **11.59 PM ON 24 MARCH 2025**

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 government and migrants.

IOM is committed to a diverse and inclusive environment. Read more about diversity and inclusion at IOM at [Diversity and Inclusion at IOM | International Organization for Migration](#) . Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Project Context and Scope:

IOM Sri Lanka in collaboration with the Government of Sri Lanka (GoSL) is implementing a project for Strengthening Capacity of Border Control for Responding to Infectious Diseases in Southwest Asia funded by the Government of Japan (GoJ).

The overall objective of the project is to build capacities at Points of Entry (PoE) to effectively respond to spread of infectious diseases/pandemic and facilitate seamless PoE operations in a safe, secure and process efficient manner in compliance with International Civil Aviation Organization (ICAO) and International Health Regulations (IHR) (2005) recommendations and standards to build traveler confidence and revitalize international travel and a return to pre-pandemic levels of cross-border mobility for economic recovery, resilience and growth of the implementing countries.

The project will support improved safety, security, and process efficiency at Sri Lanka and Maldives primary PoE's for international arriving passengers from air and sea during a pandemic. In particular, the project aims to improve the efficiency of passenger processing and to avoid congestion at key PoE's. These include introduction of automated border control systems (e-Gates) and associated sub-systems, biometric based access control system , and improving passport application process with application of biometrics, document examining equipment, as well as support for specific infrastructure, equipment, and procedures to directly support enhanced safe passenger screening. The proposed interventions will support in making the PoE's better prepared for health emergencies and ensure preventive measures for COVID-19 are practiced ensuring safe passenger and staff screening at the PoE's. These measures will be supported through introduction of required policies, legislation, SOP's, and training of PoE personnel.

Towards delivering the project outcomes, IOM seeks the service of a national ICT consultant to support IOM on ICT related PoE activities.

Core Functions / Responsibilities:

1. In consultation with IOM and end user/s , prepare reports/documents outlining detailed technical, functional specifications, integrations, procedural requirements, and other recommendations as per international standards and latest technology for introduction of the following systems.
 - a. Passenger pre-registration system for Automated Border Control (ABC) Gate system
 - b. Online traveler self- declaration form for ABC Gate users, and its integration with the main border control system
2. Preparation of detailed technical/functional specifications for required application programming interfaces (API) to upgrade the existing Travel Document application processing and back-end IT system modifications to facilitate introduction of the online travel document application processing with application of biometrics.
3. Preparation of detailed technical/functional specifications for hardware required for collection of ICAO compliant biometrics and integration with DI&E systems.

Performance Indicators for Evaluation of Results

- Technical report/documents outlining the detailed technical, functional specifications for introduction of the items under 6 (i/ii/and iii).
- Timely delivery of agreed tasks.
- Technical reports submitted by the consultant for 7(i), above are accepted by IOM.
- List of meetings/ workshops/ consultations attended by the consultant over the contract period.

Travel

Consultant will be required to carry out official travel when applicable.

Required Qualifications and Experience

Education

- Master's Degree / University Degree in the field of Technology or any other relevant field from an [accredited academic institution](#).

Experience & Skills

- 10 years of experience in preparing system design/ specification reports in immigration/ border control/ travel document areas.
- In depth knowledge and previous experience designing biometrics applications for complex solutions and sound knowledge on biometrics technologies / equipment.
- Previous local and international exposure handling such consultancies with specific experience in PoE domains of ICT, Immigration, border and related technology and processes.
- Exposure to passenger clearance procedures and technologies.
- Excellent English language and communication skills with ability to write reports in a concise and clear language.
- Previous experience working with government stakeholders and international organizations.

Languages

Fluency in **English** is required.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates the ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – Behavioural indicators - */level 1*

- 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.

Other:

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks.

How to apply:

Candidates with the required qualifications and competencies are invited to submit their candidature for the position via the applicable links below by **11.59 PM (Sri Lanka Time) on Monday 24th March 2025**.

[View the internal job posting](#) – Internal Candidates

[View the external job posting](#) – External Candidates

Only shortlisted candidates will be contacted.

Posting period: From 18.03.2025 to 24.03.2025

No Fees: IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts during the selection process.