Training expert in training engineering – Smuggling of migrants and trafficking in persons

TERMS OF REFERENCE

Expert in Training Engineering

pacsom egypt

(Partnership to Counter Smuggling of Migrants and Trafficking in Persons in Egypt)

Position: Training expert in training engineering – Smuggling of migrants and trafficking in persons

Number of experts : 1

Category of expert : Advanced expert

Country/geographic area : Cairo (Egypt)

Number of mission days : 27 days

LIMITE DE CANDIDATURE

27 Avril 2026

DURÉE DE LA MISSION

Short Term

ZONE GÉOGRAPHIQUE

Afrique

1. Description of the project

In the perspective to support the government of Egypt in addressing the risks of transnational organised crime associated with the evolving and complex migration landscape in the country and the wider region, CIVIPOL in partnership with ONUDC is implementing the project “Partnership to Counter the Smuggling of Migrants and Trafficking in Persons in Egypt (PACSOM)”. This project seeks to contribute to improved, rights-based, and gender sensitive national responses to counter the smuggling of migrants (SOM) and trafficking in persons (TIP), and has four areas:

- Area I: Improve the detection, identification and investigation capacities of frontline law enforcement actors
- Area II: Improve the prosecution, and adjudication capacities of prosecutorial and judicial criminal justice actors
- Area III: Improve the identification, referral, assistance and protection of victims of human trafficking and smuggled migrants
- Area IV: Strengthen strategic and policy frameworks to address both smuggling of migrants and trafficking in persons

In line with its four focused areas, the programme will work to achieve four medium-term outcomes, as

follows :

Outcome 1. Frontline law enforcement actors (Ministry of Interior and Administrative Control Authority), forensic experts (MoI) and forensic specialists (MoJ) in Egypt effectively detect, identify, and investigate an increased number of SOM and TIP related crimes using a human-rights-based, gender-sensitive and victim-centred approach.

Outcome 2. Ministry of Justice and Public Prosecution officials demonstrate increased capacities to successfully prosecute and adjudicate an increased number of smuggling of migrants and trafficking in persons per cases using a human right based, gender-sensitive and victim-centred approach.

Outcome 3. National actors identify, refer and protect victims of human trafficking and the rights of smuggled migrants using a human rights-based, gender equal, trauma-informed and victimcentred approach.

Outcome 4. Egyptian authorities effectively and efficiently implement evidence-based strategies and policies in relation to the smuggling of migrants and trafficking in persons.

2. Description of the mission

Mission objectives

In order to contribute to an improved, rights-based and gender-sensitive national response to counter the Smuggling of Migrants (SOM) and Trafficking in Persons (TIP) in Egypt, the mission will have the following objectives:

- To provide expertise in training engineering during training sessions
- To provide advice to improve the quality and efficiency of training sessions
- To ensure complete adequation of classes regarding trainees skills and knowledge

Expected results

- To deliver efficient trainings to egyptian law-enforcement forces
- To increase and improve capacity building for police officers at strategic air, land and sea border crossing points

2. Description of expert tasks

Under the overall guidance of CIVIPOL, and direct supervision of PACSOM Project Coordinator, the expert/consultant will perform the following specific tasks. His/her mission will be guided by HRDDP requirements in terms of respect of human rights.

Before the mission:

- Elaborate and manage training structures and programs
- Review training curricula on document fraud as defined during the inception phase of the project, including the content for basic, intermediate and advanced levels
- Support the drafting of initial and a final questionnaires to assess training achievement at the end of each training day and session
- Review powerpoints/presentations on document fraud and trends, as well as practical exercises

During the mission

- Provide trainers with the most tailored tools to ensure high quality training
- Propose and adapt methodology during classes if needed

After the mission

- Support the draft an evaluation/mission report
- Evaluate the training concept
- Assess the accuracy of evaluation methodology used by trainers

3. **Expected deliverables**

Deliverables	Outputs	Working days	To be accomplished by date
A.	Review curricula and methology used by trainers prior training session	**3 days per session** **3 X 3 = 9**	One week prior starting training dates
B.	Advice and adapt methodolgy during training sessions	**5 days per session** **3 X 5 = 15**	May 2026/June 2026
D.	Drafting final mission report on training engineering	**1 day per session** **3 X 1 = 3**	One week after ending training dates

4. **Mission organisation**

5. **Travel and transports**

Payments for flight tickets will be arranged by CIVIPOL, as well as transfers between airport, hotel and training area.

B. **Stay and accommodation**

The expert will receive a perdiem to cover daily expenses during his/her stay in Cairo, for hotel and catering.

5. **Expert profile**

Experience

- Solid experience in training engineering, including expertise in training methodology and programming.
- Expertise in training evaluation processes.
- Minimum 10 years of experience as a trainer in police academy.
- Relevant work experience in the field of document fraud.
- Prior work experience with an international organisation and/or providing technical assistance to national authorities is an asset.
- Excellent writing, communication and analytical skills.
- Ability to prepare clear and concise reports.
- Excellent ability to prioritize tasks and strong organizational skills.
- Good level of computer literacy.

Language skills

- Fluency in oral and written French is required.
- Knowledge of Arabic is an advantage.

6. Selection procedure

The selection procedure includes the following steps:

- Registration of candidates containing CV and letter of motivation should be sent to the following email adresses:

eric.segura@experts.civipol.fr ; sylvie.berdoulive@experts.civipol.fr

Deadline for application : 27th April 2026

- After registration, each application is checked in order to verify whether it meets the eligibility criteria.
- Only shortlisted candidates will be contacted.
- Eligible candidates may be invited for online interview.
- The successful applications are evaluated on a combination of criteria defined in the vacancy notice.
- Each interviewed applicant will be notified in writing on outcome of his/her application.
- Applicants may be requested to present, at any stage of the selection, documents which will support the information contained in their application form such as originals of their diploma(s), evidence of professional experience clearly indicating scope of expertise. Failure to provide such evidence may lead to disqualification of the applicant.

