

## **INTERNATIONAL 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 01 JUNE 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:**

The International Organization for Migration (IOM) is supporting the Government of Sri Lanka in strengthening its border management capacity through the introduction of an Automated Border Control (ABC) gate system at Bandaranaike International Airport (BIA). The project involves the deployment of a four-channel e-Gates system for arriving passengers to enhance efficiency, security, and compliance with international travel standards.

As Sri Lanka ventures into e-Gates operations for the first time, establishing clear Standard Operating Procedures (SOPs) for the DI&E for its operation is critical to ensure smooth passenger processing, regulatory compliance, and operational efficiency. Furthermore, while Sri Lanka does not yet issue e-Passports, its new e-Gate system aim to accommodate both foreign travelers using e-Passports (eMRTD) and pre-registered Sri Lankan passport holders (MRTD) .

To address the above need , IOM seeks to engage a qualified international consultant to Develop a comprehensive SOP for managing the e-Gate Operations in close consultation with the IOM, Department of Immigration & Emigration and other relevant stakeholders:

#### **Core Functions / Responsibilities:**

- I. Onsite consultations to review and assess the proposed e-Gate workflow for arriving passengers, ensuring operational efficiency and alignment with best practices.
- II. Develop a SOP for e-Gates Operations covering all operational scenarios
  - Develop clear step by step procedures / guidelines for immigration officers, covering all aspects of e-gate operations, including but not limited to procedures for pre-registration, operation at the e-gate, handling exceptional cases, referral for secondary inspection, monitoring, evaluation and reporting etc
  - Conduct stakeholder workshop to validate /refine the SOP
  - Development of the final SoP and submission

#### **Performance Indicators for Evaluation of Results**

- Completion of a comprehensive and practical SOP for e-Gates Operations.
- Positive feedback from DI&E officials on the relevance and quality of the SOP

#### **Travel**

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

## ***Required Qualifications and Experience***

### **Education**

- A Bachelor's degree or higher in a relevant field such as Information Technology, Computer Science, Systems Engineering, Border Management, Security Studies, or a related discipline from an [accredited academic institution](#).

### **Experience & Skills**

- Extensive experience in immigration and border control, in particular , automated border control (e-Gates operations) and new technologies.
- Proven track record in developing SOPs for border control agencies.
- Previous local and international experience conducting similar consultancies and working with government agencies or international organizations
- Previous experience working with government stakeholders and international organizations.
- Excellent English language and communication and presentation skills, with the ability to produce comprehensive and clear report.

### **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), Sunday 01<sup>st</sup> June 2025**.

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

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

Only shortlisted candidates will be contacted.

**Posting period:** From 19.05.2025 to 01.06.2025

**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.