



European Asylum Support Office

SUPPORT IS OUR MISSION

Notice of call for expressions of interest to establish an EASO list of external remunerated experts

Reference: EASO/2020/775

ANNEX I

EXTERNAL EXPERTS FIELDS AND REQUIREMENTS

Number	Field	Area of expertise	Expected tasks	Profile requirements
I.a.	International protection	Fundamental rights, EU and international law	Provide advice, expertise, technical assistance during activities within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise, research, technical assistance in the development, drafting and management on specific EASO products, tools, processes, studies, analysis, methodologies and research.	At least 6 years of proven remunerated professional experience in the area of fundamental rights, EU and international law

<p>I.b.</p>	<p>International protection</p>	<p>Access to the Asylum Procedure including registration of asylum applications for international protection</p>	<p>Provide expertise, research technical assistance during activities within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise, research, technical assistance in the development, drafting and management on specific EASO products, tools, processes, studies, analysis and research.</p> <p>Development of contingency planning and implementation of test cases.</p>	<p>At least 6 years of proven professional experience in the area applied for either as registration officer, case officer, quality assessor, process manager, advisor in the field of access to the asylum procedure and registration and/or lodging.</p> <p>For the calculation of the professional experience, a maximum of three years non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>
<p>I.c.</p>	<p>International protection</p>	<p>Examination of asylum applications</p>	<p>Provide expertise, technical assistance during activities within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise, technical assistance on specific EASO products, tools, processes, studies, analysis and research.</p>	<p>At least 6 years of proven professional experience in the area applied for. The experience must be related to the assessment of asylum applications as case officer, quality assessor, process manager, or advisor.</p> <p>Preferable:</p> <ul style="list-style-type: none"> - proven experience in the use of EASO practical guide on the core asylum processes (personal interview, evidence assessment, qualification, exclusion, quality assurance etc.). <p>For the calculation of the professional experience, a maximum of three years of non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as</p>

				<p>demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>
I.d	International protection	Dublin procedure	<p>Provide expertise, technical assistance during activities within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise, technical assistance on specific EASO products, guidance, tools, processes, studies, analysis, methodologies and research.</p>	<p>At least 6 years of proven professional experience in the area applied for.</p> <p>This must include at least minimum 3 years of experience in processing Dublin procedures, leading the Dublin procedure from a management perspective and/or having specific technical experience in the efficient use of Dublin tools like Eurodac, DubliNet, etc.</p> <p>Preferable: - use of guides and recommendations such as the EASO practical guide on the implementation of the Dublin III regulation, personal interview and evidence assessment and/or the EASO guide on Standards and Indicators in the Dublin procedure.</p> <p>For the calculation of the professional experience, a maximum of three years non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>

<p>I.e</p>	<p>International protection</p>	<p>Reception of applicants of international protection</p>	<p>Provide expertise, technical assistance during activities within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise, technical assistance on specific EASO products, tools, processes, studies, analysis and research.</p>	<p>At least 6 years of proven professional experience in the area applied for.</p> <p>The expert must have proven experience in reception from a management perspective and/or having specific technical experience in fields related to reception like management of capacity, contingency planning, special reception needs for vulnerable categories etc.</p> <p>And/ or proven experience of the use of reception related tools, guides such as the EASO guide on reception conditions: operational Standards and Indicators etc, and/or proven experience in the Reception of persons with special needs, like unaccompanied children, disabilities, mental health problems, victims of torture, trafficking, FGM , gender related persecution, etc.</p> <p>And / or proven experience of the legal international & European framework regarding international protection and the CEAS.</p> <p>Preferable:</p> <ul style="list-style-type: none"> - experience in working with guidance and/or tools related to vulnerable applicants such as: Best Interest of the child; age assessment; reception conditions for unaccompanied children: operational standards and indicators, family tracing the IPSN tool, etc.; - specific expertise and experience in conflict management, or psychological debriefing techniques or intervision and
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I.f.	International protection	Vulnerable groups including children, victims of trafficking in human beings, gender related persecution (SOGI, FGM), health, mental health, victims of torture or violence, elderly people and other vulnerabilities.	<p>Provide expertise, technical assistance within countries operations or during activities and trainings organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports, recommendations. Provide expertise/technical assistance on specific EASO products, tools, processes, studies, analysis and research.</p>	<p>At least 6 years of proven professional experience in the area applied for.</p> <p>The expert must have proven experience in delivering services and guidance related to vulnerable groups and their special needs.</p> <p>Preferable:</p> <ul style="list-style-type: none"> -experience in working with guidance and/or tools related to vulnerable applicants such as: best Interest of the child; age assessment; reception conditions for unaccompanied children: operational standards and indicators, family tracing, the IPSN tool, etc. ; - specific expertise and experience in conflict management, or psychological debriefing techniques or intervision and supervision or mediation and other communication techniques or experience in

				<p>health, mental health and psycho-social support in a Reception and asylum context.</p> <p>For the calculation of the professional experience a maximum number of three years of non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>
I.g.	International protection	Third Country Cooperation	Support in the development of engagement with a third country with the aim of establishing effective reception and asylum systems.	<p>At least 6 years of proven professional experience in the area applied for. Preferable knowledge of local languages and asylum/reception systems of third countries as per EU external cooperation priorities (such as MENA, Western Balkans, Turkey and others).</p> <p>For the calculation of the professional experience a maximum number of three years of non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>
I.h.	International protection	Institutional, organisational and/or legal frameworks, including process management,	Support with analysis and assessment of reception/asylum systems with the aim of enhancing the institutional,	6years of remunerated professional experience in the field applied for, specifically in the area of Asylum processes,

		change management, operational management, etc.	organisational and legal framework including strategic guidance.	Reception, Vulnerable groups, Return, Detention and integration.
I.i	International protection	Resettlement	Support to development, assessment and analysis of resettlement programs and processes in all of their stages.	At least 6 years of proven professional experience in the area of Resettlement. For the calculation of the professional experience in the previous paragraph, a maximum number of two years non-remunerated relevant experience such as field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 2 relevant publications in peer-reviewed journals, plus at least 2 relevant contributions/presentations to conferences/seminars) can be taken into account.
II.a	Country of Origin Information (COI)	Country-specific knowledge regarding the socio-economic, legal, political, human rights, conflict, or humanitarian situation in one or more countries of origin or transit of applicants for international protection	Provide expertise, research, technical assistance, advice during COI activities organised by EASO, including delivery of presentations, briefings, workshops, panel discussions, Q&A.	At least 6 years proven professional experience for the COI area of expertise. For the calculation of the years a maximum number of three years of non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.
II.b.	Country of Origin Information (COI)	Topical specialised knowledge regarding a topic relevant for International protection or COI research	Provide expertise, research, advise, technical assistance, advice, reviews on specific EASO COI products, tools, processes, studies, analysis or COI research, methodologies. including delivery of presentations, briefings, workshops, panel discussions, Q&A	At least 6 years proven professional experience for the COI area of expertise. For the calculation of the years a maximum number of three years non-remunerated relevant experience in field work, PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed

				journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.
III.a.	Programming, monitoring and evaluation	<p>Programme / Project monitoring</p> <p>Knowledge and practical experience in programme and project cycling including needs assessment, design, development, implementation, monitoring and self-assessment.</p>	<p>Carrying-out collection of quantitative and qualitative information through desk research, surveys, individual interviews, focus groups, workshops, experts' groups, case studies, etc.;</p> <p>Development of (or contribute to) needs assessments, rapid needs appraisals, plan designs, implementation plans, logical frameworks and other results or process monitoring tools ;</p> <p>Participation in needs assessment, plan design implementation and monitoring initiatives or self-assessment exercise.</p>	<p>Master degree in International Relations, Economics, Social Sciences, Law or other relevant degree.</p> <p>At least 6 years of remunerated professional experience in managing programme and/or project monitoring in the area of asylum/reception (finance, procurement/grants and human resources). This must include at least 3 of the years of remunerated professional experience in the asylum and reception systems in one the respective countries of EASO interventions</p> <p>Proof of at least 5 working assignments in the asylum/reception sector or international cooperation or development and humanitarian area as programme/project manager, monitoring.</p> <p>Preferable:</p> <ul style="list-style-type: none"> - Certified in project management (PRINCE2 or PM2 or similar) - For Italy related assignments - at least intermediate (B2 level) knowledge of Italian language - For Greece and Cyprus related assignments - intermediate (B2 level) knowledge of Greek language

<p>III.b.</p>	<p>Programming, monitoring and evaluation</p>	<p>Programme / Project evaluation</p>	<p>Carrying-out collection of quantitative and qualitative information through desk research, surveys, individual interviews, focus groups, experts groups, case studies, etc.;</p> <p>During the evaluation use of specific tools and methodological approaches, such as theory based and counterfactual approaches</p>	<p>Master degree in Law, Economics, Social Sciences, or other relevant degree</p> <p>At least 6 years of remunerated professional experience in managing programme and project evaluation in the area of asylum/reception (finance, procurement/grants and human resources). This must include at least 3 of the years of remunerated professional experience in the asylum and reception systems in one the respective countries of EASO interventions.</p> <p>Proof of at least 5 working assignments in the asylum /reception sector</p> <p>Proof of at least 3 working assignments on evaluation of EU funded projects and/or international programs.</p> <p>Preferable:</p> <ul style="list-style-type: none"> - certified in project management (PRINCE2 or PM2 or similar) - Demonstrated qualitative and quantitative research skills (e.g. publication on peer reviewed journals; evaluation reports)
<p>III.c.</p>	<p>Programming, monitoring and evaluation</p>	<p>Programming / Needs Assessment</p>	<p>Carrying out the collection of quantitative and qualitative information through desk research, surveys, individual interviews, facilitation of focus groups, workshops and other ways of consulting stakeholders</p> <p>Drafting of needs assessment documents, feasibility studies, SWOT analysis, risk analysis</p>	<p>Master degree in Law, Economics, Social Sciences, or other relevant degree</p> <p>At least 6 years of proven remunerated professional experience in managing programming in the area of asylum/reception (finance, procurement/grants and human resources). This must include at least 3 of the years of remunerated professional experience in the</p>

				<p>asylum and reception systems in one the respective countries of EASO interventions.</p> <p>Proof of at least 5 working assignments on programming, monitoring or evaluation of EU or internationally funded projects</p> <p>Demonstrable experience in leading and facilitating needs assessment exercises and/or strategic planning exercises in international organisations (at least in leading one project).</p> <p>Preferable:</p> <ul style="list-style-type: none"> - certified in project management (PRINCE2 or PM2 or similar) - For Italy related assignments - at least intermediate (B2 level) knowledge of Italian language - For Greece and Cyprus related assignments - preferably intermediate (B2 level) knowledge of Greek language
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<p>III.d.</p>	<p>Programming, monitoring and evaluation</p>	<p>Programme and project management</p>	<p>Provide expertise / technical assistance in programmes and projects throughout their whole lifecycle.</p> <p>Support the activity and resource planning, manage / organise and motivate project teams, control time management, participate in cost estimation and budget development, analyse and manage project risks, support the monitoring activities, manage project/programme evaluation, draft needs assessment documents, feasibility studies, SWOT analysis, and manage reports and necessary project documentations.</p>	<p>6 years of proven remunerated professional experience in the Programme and project management.</p> <p>Preferable: - certified in project management (PRINCE2 or PM2 or similar).</p>
<p>IV.a.</p>	<p>Adult learning, pedagogy, e-learning design and coaching</p>	<p>Adult learning, pedagogy, e-learning design and coaching</p>	<p>Provide expertise/technical assistance in training related activities organised by EASO, including delivery of presentations, briefings, workshops, liaison with relevant stakeholders, development of assessment reports and recommendations. Provide expertise/technical assistance on specific EASO products, tools, processes, studies, analysis and research.</p>	<p>At least 6 years of proven professional experience in the area applied for.</p> <p>For the calculation of the professional experience, a maximum of three years of non-remunerated relevant experience PhD, post-doctoral research and/or professional academic work (as demonstrated by at least 3 relevant publications in peer-reviewed journals, plus at least 3 relevant contributions/presentations to conferences/seminars) can be taken into account.</p>

<p>V.a.</p>	<p>Knowledge management</p>	<p>Knowledge management</p>	<p>Provide expertise/technical assistance on specific EASO products, tools, processes, studies, analysis and research related to knowledge management.</p>	<p>At least 6 years of proven remunerated professional experience working in the area applied for, out of which minimum 2 years of experience in managing business/organisational intelligence.</p> <p>Preferable: professional experience in the field of international protection.</p>
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