



Organization for Security and Co-operation in Europe

**Office of the Special Representative and Co-ordinator
for Combating Trafficking in Human Beings**


Combating Human Trafficking along Migration Routes

Live-Simulation Training Course

5-9 June 2017

CALL FOR PARTICIPANTS



 Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
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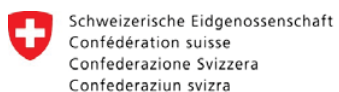

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About the Project

The OSCE region is witnessing major movements of people triggered by on-going conflicts, general instability and a lack of economic opportunities in neighbouring regions. These “mixed-migration flows” are comprised of refugees and economic migrants who are highly vulnerable to exploitation and human trafficking.

Against this backdrop, the Office of the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR)¹ - in line with its mandate and identified priorities - has developed the project “**Combating Human Trafficking along Migration Routes**” as a response to the current migration crisis and its linkages with human trafficking.

The project aims at enhancing the capacity of interested OSCE participating States (pS) and Partners for Co-operation (PfC) to effectively investigate and prosecute trafficking in human beings (THB), as well as to promptly identify THB victims along migration routes by promoting a multi-agency and human rights-based approach.

This initiative is undertaken in partnership with the Italian *Carabinieri* and the Centre of Excellence for Stability Police Units (CoESPU).

The Project is currently funded by Andorra, Austria, Germany, Hungary, Italy, Monaco and Switzerland.

✓ An innovative training simulation course

Throughout the project, some 200 practitioners will participate in three simulation-based learning exercises at the training facilities of CoESPU in Vicenza, Italy. In November 2016, the first simulation-based training was conducted for 55 trainees. Two other live-exercises will be organized in 2017 for approximately 150 participants. The courses consist of realistic simulations of criminal cases of labour and sexual exploitation among migrants, including child victims. Each simulation scenario strives to emphasize the constitutive elements of THB (the act, the means, and the purpose).

✓ A multi-agency and human rights-based approach to counter human trafficking

Targeted participants are experts from law enforcement, the judiciary, labour inspection, public social services, civil society organizations and the media. During the simulations, trainees hone their skills to pay attention both to the effectiveness of investigation and prosecution on the one hand and to the protection of human rights through a victim-centred approach on the other. An important goal of the exercises is also to promote the use of financial investigations.

✓ Consolidation and promotion of a pioneering capacity-building method

Upon completion of the training activities, the OSR will develop a handbook on how to conduct simulation-based learning exercises on THB. This handbook will provide clear guidance to interested pS and PfC with innovative training exercises to enhance their capacity for human rights-compliant investigations into human trafficking.

¹ <http://www.osce.org/secretariat/trafficking>

About the Live-Simulation Training Course

Key learning objectives:

- define/use key indicators for identifying human trafficking victims among mixed groups of persons;
- apply a multi-agency and human rights-based approach in detecting human trafficking and identifying victims;
- apply the standard operating procedures to refer victims to assistance and support;
- make use of financial investigations as well as international judicial and police co-operation.

Specifically, in the simulation-based course, participants will:

- receive information on the general legal framework of countering human trafficking, as well as about specific indicators to identify the various forms of the crime;
- learn how to apply the knowledge received in practice;
- be involved in a complex simulation-based exercise to identify and investigate human trafficking, protect and assist trafficking victims in “real time and live”.

For detailed learning objectives, please refer to ANNEX 3.

The simulation will include cases of labour and sexual exploitation among migrants. The simulations are developed in the current framework of mixed migration scenarios, though without country-specific references, so that they are suitable for promoting practical co-operation and joint solutions to common challenges among beneficiaries across the whole OSCE region.

The training course will take place from 5 June to 9 June 2017:

- the first day will focus on theoretical, methodological and technical issues related to anti-trafficking action in the migration context;
- the four other days will be devoted to a live simulation exercise, in which the trainees will have to operate and to choose how to respond, according to their respective roles, to the simulated scenarios.

This is an **intensive simulation exercise**. Participants will have to work from 8:00 to 20:00 on simulated cases of human trafficking requiring intensive work and co-operation in a multinational setting and a multicultural environment.

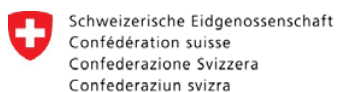


Participants will arrive in Vicenza on 4 June 2017 and leave on 10 June 2017.

Interested persons can apply for one specific role play/profile as listed in ANNEX 1 below, according to their real job and professional profile.

To apply, please use the form in ANNEX 6.

The deadline to apply is 2 April 2017.



General Requirements, Terms and Conditions

Essential requirements

Participants have to strictly meet the following essential requirements:

- ✓ **Citizenship** – Participants must be citizens of a participating State or of a Partner for Co-operation of the OSCE.
- ✓ **English skills** – Participants must be able to speak English at working fluency level (B2-C1 levels of the Common European Framework of Reference for Languages).
- ✓ **Integrity** – Participants must maintain the highest standards of personal integrity, impartiality and self-discipline during the training and simulation exercise.
- ✓ **Negotiation Skills** – Participants must possess excellent negotiating skills and the ability to work professionally in a stressful, diverse and multi-cultural environment.
- ✓ **Computer Skills** – Skills in word processing, spreadsheets and e-mail systems are essential. Knowledge of other IT tools will be an asset.
- ✓ **Professional skills, flexibility and adaptability** – Participants must prove relevant experience in combating human trafficking in their respective fields of work. They must also comply with accepted standards of professional ethics.

In addition, participants will need to be able:

- to work under arduous conditions with a limited network of support, unpredictable working hours and a considerable workload;
- to work professionally as a member of a team, in task forces and working groups with mixed composition (e.g. law enforcement, labour inspectors, financial investigators, prosecutors, social workers, civil society experts and media).

Selection criteria

Only applications of participants meeting the above-mentioned essential requirements will be considered. They will be assessed with the following criteria:

- ✓ Number of years working on combating human trafficking;
- ✓ Number of years working in an international context and/or in a multi-agency environment;
- ✓ Priority will be given to applications by experts from countries along migration routes. However, the OSR will also strive to ensure a gender and geographical balance among participants.

How can I apply?

- First, choose the position you would like to apply for within the simulation exercise, corresponding to one of the boxes in the organizational chart (see below ANNEX 1). The exact profile/role of each position is described below in a table (see ANNEX 1).



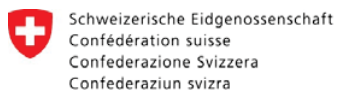
- Then, fill out the form (ANNEX 6) indicating the position you would like to apply for.
- Finally, send us the application form (not later than **02.04.2017**) at: cthblivex@osce.org.

Still not sure why you should participate?

Visit the OSCE website (<http://www.osce.org/projects/cthblivex>) to find additional information about this OSCE initiative.

What will happen next?

We will inform selected participants at the latest by the end of April 2017 and then organize travel arrangements for each selected participant (see ANNEX 4). Please note that we will also send selected participants documents that must be read before the training.



ANNEX 1 – Profiles/Roles of Participants

ROLES OF PARTICIPANTS

Criminal Justice				
Media <ul style="list-style-type: none"> • 3 journalists 	Financial Investigation <ul style="list-style-type: none"> • 1 chief • 5 officers 	Criminal Investigation <ul style="list-style-type: none"> • 1 commander • 16 investigators 	Labour Inspection Unit <ul style="list-style-type: none"> • 7 labour inspectors 	Prosecution <ul style="list-style-type: none"> • 6 prosecutors
Social Services Providers				
Shelter <ul style="list-style-type: none"> • 1 director • 1 psychologist • 2 social workers 	NGO <ul style="list-style-type: none"> • 1 director • 1 legal officer • 2 co-ordinators of the assistance and reintegration unit • 5 assistance officers • 5 reintegration officers 	Lawyers / Legal Consultants <ul style="list-style-type: none"> • 5 lawyers 	Public Services <ul style="list-style-type: none"> • 4 professionals 	Cultural Mediators / Interpreters <ul style="list-style-type: none"> • 5 Italian/English-speaking interpreters/cultural mediators



In line with a human rights-based and multi-agency approach, participants will have to ensure that all activities are carried out in compliance with international human-rights standards, in respect of the principle of non-discrimination, adopting a gender and age-specific perspective² in the counter-trafficking interventions, in the observance of the best interest of the child principle and in full consideration of the presumed or identified victim's safety, data protection and participation/informed consent issues.

Such contribution has to be provided at all the different stages of the simulation exercise, during the implementation of the different measures of the multi-agency Standard Operating Procedures (SOPs) for the protection of trafficked persons.

Participants will also take part in a self-assessment process and contribute to the preparation of reports about findings and recommendations for the next simulation exercises.

POSITION NAME	NUMBER OF PLACES TO BE FILLED	JOB DESCRIPTION
Financial Investigator	6	<p>Role: As a Financial Investigator in the LIVEX team, your role will be to provide support, guidance and advice for complex financial investigations to the specialized team of investigators on organized crime dealing with trafficking in human beings during the simulation exercise. You will deliver high-quality investigations and you will report on money laundering operations implemented by criminals, identify assets and co-operate at national and international levels with governmental and non-governmental institutions as well as with the private sector.</p> <p>Key responsibilities: Conduct financial investigations on transnational organized crime dealing with trafficking in human beings across multi-national and international locations in accordance with international investigation</p>

² In the simulation-based live exercise, victims come from a fictitious country.



		<p>standards; identify suspect transactions including complex financial schemes; prepare investigation reports with appropriate findings and recommendations to the LIVEX team; interact with the social services providers according to the SOPs.</p> <p>Key skills required: Proven experience as a Financial Crime Investigator working on complex international criminal investigations in the area of financial crimes and in particular on money laundering; working knowledge of investigation planning and case management; interviewing experience; experience in working with confidential information; practical knowledge of working across multiple sectors including international organizations, governmental departments and the private sector; professional communication skills; analytical and problem-solving skills; working knowledge of research methodologies and complex financial investigations, including analysing electronic sources; ability to plan workloads and to prioritize caseloads simultaneously.</p>
<p>Criminal Investigation Unit (CIU) Commander</p>	<p>1</p>	<p>Role: As the head of the Criminal Investigation Unit (CIU), your role will be to coordinate the activities of the CIU. You have to ensure strategic planning and the performance of the tasks of the CIU in accordance with the principles of legality and proportionality. You will also ensure the efficient use of the CIU resources and equipment.</p> <p>Key responsibilities: Provide all administrative support needed to lead the CIU; ensure the application of Dreamland's Criminal Code and Criminal Procedure Code, as well as internal regulations within the CIU; analyze criminal situations/phenomena and define strategies in co-operation with other units; organize and participate in meetings with prosecutors to define strategies for important criminal cases; conduct performance appraisal for the CIU members.</p> <p>Key skills required: Experience in managing and coordinating complex investigations in the area of organized crime and human trafficking; good knowledge of international legal frameworks, SOPs and of the multi-agency approach in addressing THB; teamwork skills and ability to interact with other investigative units and with governmental and non-governmental organizations as well as with the private sector; high level of interpersonal and negotiation skills; ability to work in high-pressure environments; strong written and oral communication skills; flexible approach to work in a</p>



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		multinational environment; excellent command of the main instruments of regional police co-operation.
Specialized Investigators on Human Trafficking Crimes	16	<p>Role: As a Law Enforcement Investigation Officer belonging to a criminal investigation unit specialized in combating organized crime, your role will be to plan and conduct complex investigations at the international level against transnational criminal organizations trafficking human beings for the purpose of sexual exploitation and/or labour exploitation.</p> <p>Key responsibilities: Plan and conduct complex investigations against transnational criminal organizations dedicated to trafficking in human beings for the purpose of sexual and/or labour exploitation in accordance with international standards; identify the members of the criminal organization, their roles and their responsibilities; liaise with the prosecutor’s office and other actors within the criminal justice sector; address requests for authorizations to use specific criminal investigative tools; write reports in order to get from the judge the arrest warrants for the criminal organization members; execute arrests; liaise with social services providers at all stages of victim identification, referral and protection.</p> <p>Key skills required: Be on duty in anti-organized crime investigative units; good experience in planning and conducting investigations against transnational THB criminal organizations; knowledge of the international legal framework; intelligence data analysis and development competencies; good skills in using the principal investigative technical and dynamic tools (phone and environmental wiretapping) and in reporting investigative acts (such as final reports, arrests, etc.); knowledge of the main tools of international police co-operation; teamwork skills and ability to interact with other investigative units and with governmental and non-governmental organizations as well as with the private sector; general knowledge of the SOPs and of the multi-agency approach in addressing THB.</p>
Journalists or media representatives	3	<p>Role: As a journalist or media representative, you will be on the scene as the action unfolds and you will be expected to prepare media materials and articles on human trafficking based on the cases investigated during the simulation exercise, ensuring a victim-centred approach and applying international best practices on human rights.</p>



		<p>Key responsibilities: Identify topics (issues) by interviewing participants (trainees) and role players (victims of trafficking and criminals) at the simulation; manage the logistics necessary to collect and review information (e.g. write e-mails, make phone calls, organise meetings); write related evidence-based stories and/or interviews on those topics and produce compelling photography/video material to illustrate the stories; draft at least 3 social media messages on a daily basis on the stories produced and disseminate them through simulation media channels (i.e. DIREX).</p> <p>Key skills required: Three to seven years of professional work experience in print/broadcast media or interactive digital media; relevant experience in reporting on anti-trafficking work, human rights and gender concerns in the OSCE region; the ability to adapt content to the needs of different target audiences; excellent stylistic and writing skills in English; the ability to handle multiple assignments with competing deadlines; the ability to work under pressure and during long hours when required; creativity.</p>
<p>NGO Anti-Trafficking Services Professionals:</p> <ul style="list-style-type: none"> - 1 director; - 1 legal officer; - 2 co-ordinators of the assistance and reintegration unit; - 5 assistance officers; - 5 reintegration officers. 	<p>14</p>	<p>Role: Your role will be to carry out activities to provide support to presumed and identified trafficked persons, working for a fictitious NGO created for the purpose of the simulation, and to interact with professionals of other agencies involved in the simulation exercise (law enforcement agencies and judiciary authorities, labour inspectorates, public social services, international organizations, trade unions etc.).</p> <p>Key responsibilities: Provide high-quality assistance to presumed and identified trafficked persons, including medical care, financial and legal assistance, trainings, job placement activities and accommodation as needed; conduct reintegration assessments and draw up reintegration plans; collaborate, according to your role, with other professionals in the simulation; support the multi-agency co-operative framework in fulfilling obligations to protect and promote the human rights of trafficked persons.</p> <p>Key skills required: Proven experience as a social professional working directly with trafficked persons in the service provision by NGOs; experience in co-operating with other professionals and agencies involved in trafficked persons' protection and anti-trafficking at different stages, from early and formal identification to social inclusion of the</p>



		victims, including multi-agency transnational co-operation as well as co-operation with the judiciary, law enforcement authorities, labour inspectors, lawyers and any other expert/official involved in anti-trafficking activities; working knowledge of case management; interviewing experience; experience in handling confidential information; very good communication skills; analytical and problem-solving skills.
Public social services officers in national or local government administrations	4	<p>Role: Your role will be to carry out activities to support presumed and identified trafficked persons within the specialized team of public social services professionals of a fictitious national or local administration within the simulation, and to interact with staff of other governmental agencies and NGOs involved in the live-exercise as well as law enforcement agencies and judiciary authorities, labour inspectorates, international organizations, trade unions etc..</p> <p>Key responsibilities: Provide high-quality assistance and support to presumed and identified trafficked persons; collaborate, according to your role, with others professionals in the simulation; support the multi-agency co-operative framework in fulfilling obligations to provide state services and to protect and promote the human rights of trafficked persons.</p> <p>Key skills required: Proven experience as a public social services officer in a national or local government administration providing support to trafficked persons; proven experience in providing victims' support such as residence permits, victims' assistance grants, certification and eligibility letters, granting victims of trafficking access to medical, mental and legal services, monetary assistance, employment, state protection, social inclusion services and any other victims' services provided by the local or national administration; experience working in multi-agency frameworks, transnational co-operation as well as co-operation with the judiciary, law enforcement authorities, labour inspectors, lawyers and any other expert/official involved in anti-trafficking activities; working knowledge of case management; interviewing experience; experience in handling confidential information; very good communication skills; analytical and problem-solving skills.</p>
Specialized staff working in shelters for human trafficking	4	<p>Role: Your role will be to carry out shelter activities in direct support of presumed and identified trafficked persons, within a specialized team of social services professionals in the context of the simulation, and to interact with professionals of other agencies involved in the live-exercise (law enforcement agencies and judiciary authorities,</p>



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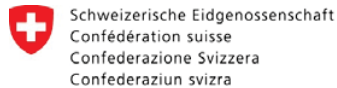
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<p>victims:</p> <ul style="list-style-type: none"> - 1 director; - 1 psychologist; - 2 social workers. 	<p>labour inspectorates, governmental organizations, international organizations, trade unions etc.).</p> <p>Key responsibilities: Provide shelter services for the assistance of human trafficking victims and ensure protection of beneficiaries' rights and interests, in particular, ensure the safety and welfare of the trafficking victims, ensure the security of all confidential documents and records, promote health services, mental care and social protection, provide psychological rehabilitation, foster integration in society and create a relevant environment for the realization of beneficiaries' skills, talent and potential in co-operation with public social services and NGOs.</p> <p>The <u>responsibilities of the director</u> will be to organize and supervise daily operations, to co-ordinate the work of the other shelter staff members (e.g. by drawing up and evaluating plans) and to ensure that the principles and goals of the shelter are respected, in particular the guarantee of safety and health for staff and victims.</p> <p>The <u>responsibilities of the social workers</u> will be to conduct screenings and assessments for VoTs entering the shelter, identify their needs, present the services proposed at the shelter, orienting new residents to the sites, acquainting them with safe house rules and regulations, draw up case service plans with each victim and in co-ordination with other shelter staff members and public social services, ensure referrals to other services, accompany victims to their meetings and monitor cases throughout all phases.</p> <p>The <u>responsibilities of the psychologist</u> will be to interview the victims to determine their mental state, to contribute to the elaboration of case plans for the victims and to provide them with support, care, therapies and/or targeted interventions in co-operation with other social services providers.</p> <p>Key skills required: Proven experience as an expert working in a shelter for victims of human trafficking (VoTs); experience in entering statistical information in computer databases and ensuring they are kept up-to-date; interviewing experience; experience in handling confidential information; very good communication skills.</p>
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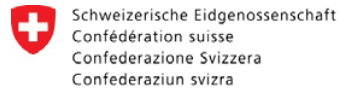
Cultural Mediators / Interpreters	5	<p>Role: Your role will be to assist with interpretation and cultural mediation to ensure effective communication between possible victims of human trafficking and anti-trafficking stakeholders (law enforcement agencies and judiciary authorities, labour inspectorates, governmental organizations, NGOs, health providers, international organizations, trade unions etc.).</p> <p>Key responsibilities: Attend meetings, telephone calls or other personal contacts between anti-trafficking practitioners and possible victims of human trafficking (VoT) upon request to establish trust relationships as well as to provide interpretation and cultural mediation; support the anti-trafficking practitioners and especially social services in understanding the needs expressed by VoTs and socio-cultural determinants to support them effectively; provide basic information to VoTs regarding administrative and medical procedures should they be required; translate documents and statements from Italian to English.</p> <p>Key skills required: Fluency in Italian and English; experience in interpretation, cultural mediation and social work; preferably previous experience working in an NGO and with migrants; intercultural competences; high flexibility; good stress resilience skills; excellent sensitivity and communication skills</p>
Lawyer/Legal Consultant Specialized in THB Victim Support (working as permanent staff or as external consultant for an NGO or for public social services providing a variety of assistance services to trafficked	5	<p>Role: Your role will be to provide legal advice and assistance to presumed and identified trafficked persons, in co-operation with the specialized team of social services professionals, and to interact with professionals of other agencies involved in the simulation exercise (law enforcement and judiciary authorities, labour inspectorates, governmental organizations, international organizations, trade unions etc.).</p> <p>Key responsibilities: Provide high-quality legal advice and assistance services to the presumed and identified trafficked persons; collaborate, according to your role, with the professionals of the other stakeholders in the simulation; support the multi-agency co-operative framework in fulfilling obligations to protect and promote the human rights of trafficked persons.</p> <p>Key skills required: Proven experience as a Lawyer/Legal Consultant working directly with trafficked persons in the</p>



persons)		service provision by NGOs or public social services; experience in co-operating with professionals and agencies involved in trafficked persons' protection and counter-trafficking at the different stages of the intervention, from early and formal identification to social inclusion, including multi-agency transnational co-operation as well as co-operation with the judiciary and law enforcement authorities; working knowledge of anti-trafficking, human rights, victim protection, asylum and migration-related legislation and legal instruments; analytical and problem-solving skills.
Prosecutor	6	<p>Role: As a member of the Prosecutor's Office, your role will be to supervise and co-ordinate complex investigations, including at the international level, on transnational criminal organizations dealing with trafficking in human beings for the purpose of sexual and/or labour exploitation.</p> <p>Key responsibilities: Supervise and co-ordinate investigations on transnational criminal organizations dedicated to trafficking in human beings for the purpose of sexual or labour exploitation in line with international standards; build solid evidence to bring to trial the components of the criminal organization and identify the roles and responsibilities of their associates; identify victims and witnesses of trafficking cases and ensure victims' rights are protected; acquire evidence useful to the indictment of suspects; identify <i>modus operandi</i> of criminals; trace profits and assets in view of their confiscation; prepare requests to be sent to the judge for authorization to carry out certain acts - such as searches, seizures, interceptions of communications, warrants, etc.-; prepare requests for prosecution to bring the case before the court; supervise and carry out international police and judicial co-operation activities.</p> <p>Key skills required: At least five years experience as a Magistrate at a Prosecution Office (or equivalent); experience in managing and co-ordinating complex investigations in the area of organized crime, with a focus on human trafficking for sexual and/or labour exploitation; good knowledge of the domestic and international legal frameworks and of international co-operation; flexible approach to criminal procedural principles and rules (both civil and common law) to work in a multinational environment; experience in taking leadership decisions and leading investigative co-ordination even in a rapidly changing environment; mastery of the use of the main investigative tools of a technical and dynamic nature (telephone and environmental interceptions, shadowing) and in the drafting of the main acts of investigation (information, record of arrests, etc.); knowledge of the main instruments of international police and</p>



		<p>judicial co-operation channels; ability to work in groups and to interact with other investigative units, governmental and non-governmental agencies as well as with private institutions.</p>
<p>Labour Inspector</p>	<p>7</p>	<p>Role: As a Labour Inspector belonging to a labour inspection unit, you will carry out inspections in medium-large business companies linked to transnational criminal organizations dedicated to trafficking in human beings for the purpose of labour exploitation. Such inspections could be implemented in close co-operation with specialised investigative law enforcement units against human trafficking.</p> <p>Key responsibilities: Implement pro-active inspections in co-operation with the criminal investigation unit investigating human trafficking for the purpose of labour exploitation; identify the members of criminal organizations, their roles and their responsibilities, starting from the results of inspections; draft jointly with the personnel of the criminal investigation unit a final report for the law enforcement authorities and/or the prosecutor’s office with the aim to get from the judicial authority interim measures, including possible arrest warrants, to be executed independently or together with other law enforcement agencies.</p> <p>Key skills required: Working experience in a labour inspection unit (labour inspector qualification); proven experience in the preparation and execution of inspections and investigations of transnational criminal organizations involved in human trafficking for the purpose of labour exploitation; knowledge of the relevant international legal framework; capacity to analyse and develop data emerged from the inspections to make them usable from an investigative point of view; mastery of the use of the main tools for the identification of inspection targets and the provision of access activities, with a preliminary evaluation of investigative needs; knowledge of the labour law and immigration law, as well as of the main instruments of international police co-operation channels, the referral mechanisms and the protocols of territorial intervention; detective sensitivity to the phenomenon of labour exploitation and experience in using a multi-agency approach.</p>



ANNEX 2 - Approach, Methodology and Storylines

The first OSCE human trafficking simulation-based learning initiative promotes an **innovative approach to capacity building**, whereby anti-trafficking practitioners from both pS and PfC are called to engage in **real-time simulated scenarios** to identify and investigate human trafficking, thus improving synergy among key stakeholders both at the national and transnational level.

Based on a **multi-agency approach**, selected practitioners from law enforcement, the judiciary, labour inspection, NGOs and public social services providers will be asked to put in place co-ordinated responses. Moreover, participants will be encouraged to make use of **financial investigation techniques** to trace and seize traffickers' profits. **Qualified experts** will coach the beneficiaries through the various stages of the training exercises.

Based on realistic, **expert-developed criminal scenarios to simulate cases of labour and sexual exploitation** among migrants, including child victims, for the first time, participants will be exposed to the links between terrorism and trafficking. Journalists/media representatives will also be trained on preparing media materials and articles on human trafficking based on the cases investigated during the simulation exercise, ensuring a victim-centred approach and applying international best practices on human rights.

STORYLINE DEVELOPMENT

The storylines have been developed considering the main trends of the current human trafficking phenomenon and the **recent *modi operandi* of transnational criminal organizations** that traffic human beings along migration routes.

The storylines are featured in such a way that they can **fit in every context within the OSCE region**, as the events are inspired by widely observed characteristics and circumstances in destination, transit or origin countries.

The storylines were developed using a multi-agency approach, which implies joint work by the judiciary, law enforcement, labour inspection, financial investigation, cultural mediators, public and civil society social services providers. The planned actions pay attention both to the **effectiveness of investigation and prosecution** on the one hand, and to the **protection of human rights** through a victim-centred approach on the other hand. They also aim at fostering international legal and police co-operation.

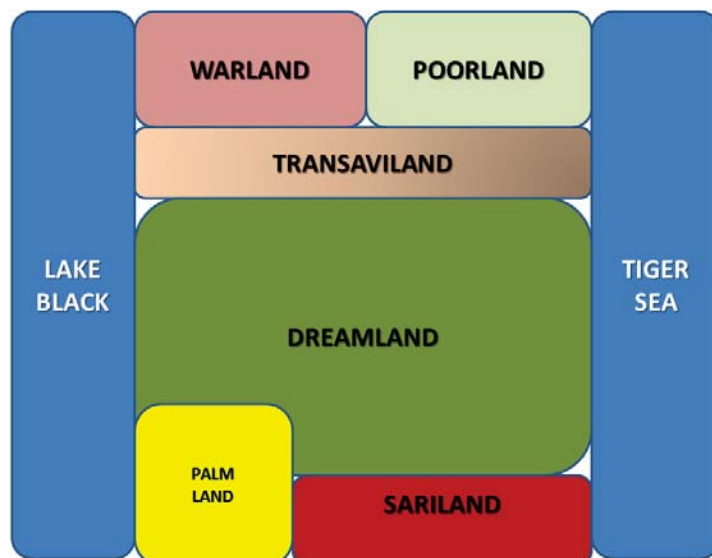
Recognizing that women, men, girls and boys are trafficked for different purposes, the methodology applied in developing the storylines encourages **gender-specific and tailored responses**, in the best interest of the child. It also takes into account groups that are particularly vulnerable to becoming victims of trafficking,



including unaccompanied girls and boys as well as individuals who are targeted based on their sexual orientation or gender identity.

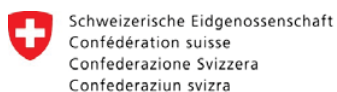
The **legal framework** is provided by the fictitious Criminal and Criminal Procedure Codes of Dreamland (the imaginary country where the simulated action takes place), which are the main legal tools to be used by participants playing law enforcement as well as prosecutorial and judicial roles in the simulation.

FICTITIOUS LOCALIZATION



The storylines take place directly in the fictitious destination country *Dreamland* and indirectly in a number of other fictitious states (countries of origin and transit and others):

- **Warland**, a country affected by strong political tensions and low-intensity conflicts between ethnic groups with serious violations of human rights. The population, particularly ethnic minorities, flee the country in search of political asylum.
- **Poorland**, an extremely poor country with some serious social inequalities. Large groups of the population migrate illegally in search of better living conditions and job opportunities. In this process, a number of migrants fall under the control of criminal organizations.
- **Transaviland**, a non-OSCE participating State. It is the first destination of most migrants who flee from both Warland and Poorland with the intention to reach Dreamland. Corruption is widespread among law enforcement forces, including border police, and within public services in general. The country is home to several deep-rooted transnational criminal organizations.



- **Dreamland**, a rich OSCE participating State with a low unemployment rate. It is the final destination of the migrants who flee war and seek political asylum. It is also the desired destination of the migrants who flee from very poor countries, some of whom fall victim to human trafficking by criminal organizations for sexual and/or labour exploitation from the very beginning or during the migration process.
- **Palmland**, a tax-heaven country with a low propensity to international co-operation.
- **Sariland**, a tax-heaven country with a good propensity to international co-operation.

SEXUAL EXPLOITATION STORYLINE OVERVIEW

Within a setting of mixed migration flows, characterized by the simultaneous presence of migrants fleeing from war and seeking political asylum and migrants fleeing from situations of extreme poverty and in search of job opportunities, a transnational criminal organization traffics young women for sexual exploitation. For this purpose, the organization abuses the international procedures for asylum on humanitarian grounds, in order to illegally obtain residence permits for the women they have trafficked and they are now forcing into prostitution.

In the simulation, a group of women is involved in street prostitution in a city of Dreamland while being hosted in a reception centre for asylum seekers. At the same time, another group of women is exploited in indoor prostitution in an apartment in another city. They arrived together in Dreamland after a stay in Transaviland, where a group of women was left behind to be exploited there.

In Dreamland, the anti-trafficking stakeholders are confronted with the task of detecting the crime and identifying the presumed victims of THB by applying the SOPs. Simultaneously, they interact at the international level with relevant agencies.

LABOUR EXPLOITATION STORYLINE OVERVIEW

A transnational criminal organization, with branches both in countries of origin and in countries of transit and destination, recruits migrant workers (men, women and children) in order to employ them both in a large factory (1st investigative hypothesis) and in agricultural fields (2nd investigative hypothesis). The criminal organization adopts different methods to provide the migrants with a regular residence status: abusing the international asylum procedure on humanitarian grounds; abusing the family reunion procedures and using fictitious employment aimed at issuing labour stay permits. A few migrant workers remain undocumented.



Some of the migrant workers are trafficked since the very beginning as they are recruited in their countries of origin and transferred to the destination country for the purpose of labour exploitation. Others are recruited in the destination country, where they arrived as undocumented economic migrants or asylum seekers, and where, because of their vulnerability and the lack of regularization and job opportunities, it is easy for the criminal organization to take advantage of their condition and lead them into exploitation.

The anti-trafficking stakeholders are confronted with the task of investigating the crime and at the same time of identifying and protecting the presumed victims by applying the SOPs. In this framework, the role of labour inspectors is emphasized. Since the first contacts with the presumed victims, they are not associated with the police, and are therefore able to create a better and more fruitful connection with the victims.



ANNEX 3 – Learning Objectives

The simulation-based training aims at developing knowledge and know-how in order to build competencies for anti-trafficking action on sexual exploitation and labour exploitation. The beneficiaries will:

- **define/use key indicators** for identifying human trafficking victims among mixed groups of persons;
- **apply a multi-agency and human rights-based approach** in detecting human trafficking and identifying victims;
- **apply the standard operating procedures** to refer victims to assistance and support measures and services;
- **make use of financial investigations** to seize the perpetrators' assets;
- **utilize international judicial and police co-operation** at the different levels of counter-trafficking and victim protection.

General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
Get a deeper understanding of the challenges posed by today's scenarios of mixed migration flows within which trafficking in human beings (THB) develops.	Get an updated and comprehensive overview of the current intertwined phenomena of THB, smuggling of migrants, refugee and asylum seeker flows (in their structural and dynamic elements).	Become aware of (and consequently be able to act while performing the daily tasks linked to the assigned roles) of the interconnections and distinctions between THB and the other situations and statuses of people involved in mixed migration flows.
	Understand the international legal framework and international definitions concerning THB , also in comparison with smuggling and refugee/asylum seeker definitions.	Become able to distinguish phenomena/situations and to apply international definitions and international legislation in a variety of contexts and forms of THB . Become able to recognize the constitutive elements of THB (act, means, purpose) and to identify THB indicators in unclear situations.



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General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
<p>Have a better ability to positively interact with other stakeholders at different stages of anti-trafficking and trafficked persons protection interventions in a multi-agency perspective.</p>	<p>Get a motivation-based and cause-effect based understanding of transnational, national and local referral mechanisms and the consequent structure and functioning of Standard Operating Procedures (SOPs).</p>	<p>Pragmatically understand the reasons for multi-agency interaction, its functionality as well as criticalities; have a better understanding by each agency of other stakeholders' roles, needs, limits and resources.</p> <p>Apply the interdisciplinary multi-agency approach in a human rights-based perspective, from the beginning of every kind of activity, being aware of the interdependence of different processes: investigations, identification of possible trafficked persons, assistance and protection of presumed victims, legal proceedings and social inclusion of victims.</p>
<p>Have a better ability to (or indirectly contribute to) conduct proactive and human rights-compliant investigations, including financial investigations, and to increase the effectiveness of prosecution (including in an international perspective).</p>	<p>Become acquainted with the main guidelines, procedural aspects and elements to pay attention to when human trafficking investigations are being conducted.</p> <p>Learn about the possibility of sharing information and creating common databases.</p> <p>Become aware of the difficulties and critical issues behind investigations on THB for the purposes of sexual and labour exploitation.</p> <p>Have a better knowledge of how to make use of financial investigations to deprive criminals from the proceeds of their illegal activities, to prevent them from reinvesting the</p>	<p>Have a better ability to manage (for participants from law enforcement authorities) and to take into account (for other participants) the main guidelines, procedural aspects and elements to pay attention to when human trafficking investigations (including financial investigations) are being conducted. Become able to detect trafficking and trafficking-related crimes even when other kinds of activities and investigations, not originally targeted to the crimes of trafficking, are being conducted.</p> <p>Become able to search THB indicators, to approach all presumed victims (with empathy and willingness to listen), to conduct activities in a fully human rights-compliant way and to collect all the details to support THB crime hypotheses.</p> <p>Focus on all potentially useful details under the financial-investigative perspective while conducting activities and in perusing the documentation to provide the financial investigators with, in order to make their job more</p>



General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
	<p>money and thus from causing distortions on legal markets, and to contribute to victims' compensation through the seizure and confiscation of traffickers' assets.</p>	<p>effective and efficient. Have an enhanced capacity to conduct searches in offices and accountancy documents.</p> <p>Acquire the ability to detect every possible clue about the possibility to conduct effective investigations aimed at depriving the traffickers of the proceeds of crime.</p> <p>Lead investigations ensuring that victims of trafficking are not prosecuted for crimes committed as a result of their condition. Learn how to strictly avoid that parties to the proceedings put in place any forms of re-victimization in the cross-examination and during all the trial through behaviours, opinions or verbal expressions that are not directly related to the establishment of the truth in the criminal proceedings.</p>
	<p>Know the resources, channels, procedures and tools for international co-operation in human trafficking investigations (police and judicial co-operation, financial investigations) and victim protection.</p>	<p>For the law enforcement authorities and the judiciary: have an enhanced ability to use the different available resources, channels, procedures and tools for international co-operation in human trafficking investigations (police and judicial co-operation, financial investigations).</p>
<p>Have an enhanced ability to promptly identify THB victims and properly enact the Standard Operating Procedures (SOPs) for the identification and first</p>	<p>Get an updated and comprehensive overview and principle-led methodological understanding of the SOPs.</p>	<p>Become able to enact the SOPs (identification and first assistance in particular) and to properly perform the assigned tasks in a correct interaction with other stakeholders.</p> <p>In the framework of a human rights-based and multi-agency approach, play the assigned role in a way which ensures that all activities are carried out in</p>



General learning objectives	Theoretical-methodological training specific learning objectives	Simulation-based live training exercise specific learning objectives
<p>assistance of presumed trafficked persons (focus on multi-agency interaction, human rights and tailor-made approach).</p>		<p>compliance with international human rights standards, in the respect of the principle of non-discrimination, adopting a gender and age-specific perspective (cultural perspective not applicable here³), in the observance of the best interest of the child principle and in full consideration of the presumed or identified victim's safety, data protection and participation/informed consent issues.</p> <p>Become able to properly plan and carry out interviews with presumed trafficked persons.</p> <p>Become able to plan and implement risk-assessment activities, protection and first assistance measures for presumed victims of THB.</p>

³ In the simulation-based live exercise, victims come from a fictitious country.



ANNEX 4 – Administrative Arrangements

1. VENUE

The simulation exercise will take place at the Centre of Excellence for Stability Police Units (CoESPU) in Vicenza (Address: Via Generale Giacomo Medici, 87, 36100 Vicenza VI, Italy).

Please note that **access to the CoESPU premises is permitted only upon presentation of a photo ID card** (passport, national ID card or driver's license).

More information about CoESPU can be found here:
<http://www.carabinieri.it/arma/coespu/english-version>

2. LANGUAGE

The training and simulation exercise will be held in English.

3. PASSPORT AND VISAS

A valid travel document (i.e. passport) is needed to enter Italian territory.

Each traveller must ensure that visas are obtained for entry into Italian territory prior to departure. It is also essential to obtain (if necessary) any transit visas, which may be required for passage through countries en route to Italy. Visa fees can be refundable (please see the financial guidelines below).

Visa support can be requested by email from cthblix@osce.org no later than **5 May 2017**. Please note that visa support will only be granted for the period of the training and that your request should be accompanied by a copy of your passport and the email address of the Italian consulate in your country. Please be aware that getting the requested Schengen visa might be time-consuming, therefore applicants are strongly advised to apply for a visa in advance.

Further details can be found on the Italian MFA website: <http://vistoperitalia.esteri.it/home/en>.

You can also find the details of the diplomatic missions in Italy on this website:

<http://www.esteri.it/mae/en/ministero/servizi/stranieri/rapprstraniere/>



4. VACCINATION

Participants must be vaccinated according to the required immunization regulations in Italy. Participants will be required to bring with them a valid certificate/booklet of vaccination showing all vaccinations and immunizations received in order to be able to show it to medical staff in case of emergency.

5. MEDICAL INSURANCE

Participants must have a medical insurance for the full duration of the intended stay. It is the participants' responsibility to make arrangements for medical insurance.

6. MEDICAL SERVICES

Participants are entitled to access the general health services provided by the CoESPU Medical Section under the same conditions as those granted to *Carabinieri* personnel. Notwithstanding this entitlement, life and medical insurance remain the responsibility of the participants.

7. TRAVEL INFORMATION – HOW TO REACH CoESPU:

Participants will arrive in Vicenza on 4 June 2017 and leave on 10 June 2017.

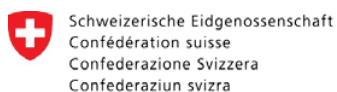
Flights will arrive at Venice or Verona airport. There will be a uniformed officer at the arrival terminal to pick up the participants. If the flight arrives outside the scheduled timetable and there is no driver at the airport, you will be asked to reach the Centre by yourself, using public transportation as described below:

FROM VENICE AIRPORT

- Take the bus (ACTV n° 15 or ATVO) to Mestre-Railway Station (the bus departure is just outside the arrival terminal). Tickets for the ATVO bus can be purchased directly on the bus or immediately before at the bus stop (€3.00/ €5.00). Tickets for the ACTV bus can be found inside the airport (€ 3.00/ €5.00).
- Take the train from Mestre to Vicenza (Vicenza is on the way to Milan). Depending on the chosen train, you may have to change in Padua (€4.00 for the local train; €14.00 for the Eurostar train).

FROM VERONA AIRPORT

- Take the “Aerobus” to Verona Railway Station. The Aerobus service is available daily every 20 minutes from 06.35 a.m. to 11.35 p.m. The ticket price is €5.00.



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- Take the train from Verona to Vicenza (Vicenza is on the way to Venice). The ticket price is €4.00 for the local train; €14.00 for the Eurostar train.

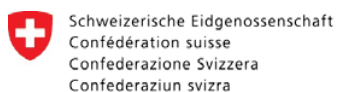
IN VICENZA

- Take bus n° 2 (outside Vicenza railway station, at the parking situated on the left) to via G. Medici 87 (if you need indications, ask for “Caserma Chinotto”). The ticket price is €1.30 if purchased in advance, €2.00 if purchased in the bus.

8. TRAVEL EXPENSES:

Travel expenses related to the training will be paid/reimbursed by the project in accordance with the following conditions:

- Selected participants will be requested to fill in by **15 May 2017** a **liability release form** (releasing the OSCE from liability for loss, damage, injury, illness or death, and including the participant’s agreement to reimburse the OSCE any funds paid in advance, including the flight ticket costs, in case of non-participation in the training, among other clauses) and, for those traveling by train, a **supplier form** (with bank details for reimbursement purposes).
- Flights and trains (**economy class only**) will be paid by the project **for participants who cannot be reimbursed by their own employers/other agencies:**
 - *Travel by plane* (economy class only): tickets will be **purchased directly by the OSCE** based on the travel route details provided by the selected participants and according to OSCE travel regulations.
 - *Travel by train* (second class only): reimbursement upon presentation of the **original train ticket** (or electronic ticket) for participants **authorised in advance and in writing by the OSCE** to travel by train, provided that the cost of travel does not exceed that of air travel at the standard to which the traveller would be ordinarily entitled according to OSCE regulations.
 - *Travel by car*: reimbursement for participants **authorised in advance and in writing by the OSCE** to use their own vehicles, provided that the cost of travel by car does not exceed that of air at the standard to which the traveller would be ordinarily entitled according to OSCE regulations. The rate of reimbursement shall be €0.20 per kilometre. This amount is designed to cover all vehicle travel costs including toll fees, parking and fuel costs. Reimbursement will apply only to the authorized traveller, who must also be the vehicle owner. Authorized officials travelling in the same vehicle as passengers will not be reimbursed. It is the responsibility of the traveller to ensure that he/she has the adequate insurance to cover damage and loss relating to the vehicle or any property belonging to third parties, or injury to the driver or any third person, arising as a result of the use of the private



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vehicle. Neither the OSCE nor any of its officials shall be liable for any loss, damage, injury or death that may be sustained as a result of the use of private vehicles. A **declaration relating to liability and insurance** when using a private vehicle for official travel will be attached to the approved travel authorization.

In addition to the main transportation means, in case drivers from/to the airport are not available (see above under “Travel information”), additional costs up to € 20 sustained for **local transport** (i.e. from/to the airport) can be reimbursed upon presentation of **original tickets**. The use of a taxi is authorised only if special circumstances are met (i.e. time of arrival/departure, unavailability of public transportation) and only with **prior written authorisation by the OSCE**. In this case, the **original invoice** is also required for reimbursement.

Visa fees can be refundable upon presentation of the **original receipts**.

Travel claims and the related original receipts shall be sent to the OSCE **not later than 30 days** after the end of the training.

9. MEALS, ACCOMODATION, FACILITIES

Participants will be:

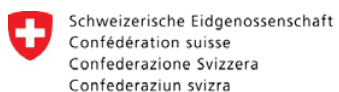
- accommodated at CoESPU. CoESPU offers accommodation in training facilities within the CoESPU barracks with shower and toilet.
- granted with meals (including drinkable water) at the CoESPU mess facility.

Internet access (in the internet room) and the use of leisure and recreation facilities (sports facilities, library and bar) will also be made available, free of charge.

10. VEHICLES AND EQUIPMENT DURING THE SIMULATION

During the simulation exercise, vehicles, technical and communications equipment as well as work stations (with desks, computers and printers) will be provided by CoESPU.

No additional reimbursements will be made and no additional services will be provided (for example, participants will not receive any daily subsistence allowance (DSA) or terminal allowance (TA) during the five days of the simulation exercise) since travel, meal and transportation expenses are fully covered by the project and/or CoESPU.



ANNEX 5 – Who We Are

The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings, Ambassador Madina Jarbussynova

Human trafficking cuts across all three dimensions of the OSCE's work – the politico-military, economic and environmental, and human dimensions – and combating it therefore requires a multidisciplinary approach. The OSCE's political commitments provide a comprehensive framework for preventing and combating trafficking in human beings for the OSCE's 57 participating States.

The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings was established in 2003 as a high-level mechanism to promote the implementation of the Organization's anti-trafficking commitments. It is a special unit within the OSCE Secretariat that provides assistance to participating States in implementing the OSCE Action Plan to Combat Trafficking in Human Beings.

The OSCE Action Plan to Combat Trafficking in Human Beings and its Addendum

It is the key document providing the approach and framework for the anti-trafficking efforts of the OSCE participating States. It contains core recommendations for action at the national level known as the “3 Ps”:

- **Prevention**, including awareness-raising and addressing root causes;
- **Prosecution**, including investigation and co-operation with international law enforcement;
- **Protection of victims' rights**, including assistance and compensation.

In 2013, the OSCE added a fourth “P” - a chapter on **partnerships** - highlighting the need for enhanced co-operation with international organizations and other partners, including on issues related to law enforcement, National Referral Mechanisms (NRMs) and joint work between public institutions and the private sector.

How we work

- **Country visits:** The Special Representative makes regular country visits to OSCE participating States and meets with government authorities, parliamentarians, representatives of the judiciary, and non-governmental organizations. A report on the country visit containing concrete and focused recommendations is produced to help the country implement its anti-trafficking commitments.
- **Combating human trafficking in crisis situations:** This includes addressing a wide range of issues such as combating human trafficking along migration routes in the OSCE region, raising awareness of the threat among conflict-affected populations, and exploring the nexus between human trafficking and the phenomena of foreign terrorist fighters.
- **Increasing visibility:** Participating in high-level conferences and other expert events convened by governments, international organizations, academic institutions and NGOs allows the Special Representative to raise the visibility of the OSCE's anti-trafficking work.
- **Capacity building:** The Special Representative supports national authorities' efforts to address human trafficking as a transnational threat and human rights violation through facilitating capacity-building and information-sharing initiatives.



The Centre of Excellence for Stability Police Units (CoESPU)

The “**Centre of Excellence for Stability Police Units**” was established in Vicenza, in the “Gen. A. Chinotto” barracks, on 1 March 2005. This Centre stems from an Italian initiative presented at the Sea Island G8 Summit and supported by other countries. It was meant to be a part of a wider project of the international community to provide technical and financial assistance so as to increase global capacity for sustaining Peace Support Operations (PSOs), with an emphasis on African countries. With this aim, G-8 members supported the Italian initiative to establish in Vicenza an international training centre in order to provide training skills for officers who will return to their countries to form police forces ready to be deployed in PSOs under the aegis of international/regional organizations or to be deployed individually.

CoESPU is conducting courses on behalf of CEPOL and had the lead of the three-year EU project EUPST (2011-2013) in which more than 2,400 peacekeepers were trained. With the International Organization for Migration (IOM), CoESPU trained personnel in Vicenza and in Africa. As of February 2017, **CoESPU has trained in Vicenza about 9,600 peacekeepers from 108 different countries** and has co-operated with 17 different international organizations.

Activities

The CoESPU trainees are the nucleus of **Peacekeeping Stability Police Forces** in their respective countries. CoESPU also serves as a doctrinal hub, promoting common operational procedures and standards development necessary for the activities of police services in PSOs. CoESPU promotes inter-operability and a comprehensive approach to PSOs. Therefore, as a high educational study centre, it works as a “think tank” for standardized doctrine and operational procedures. The knowledge and skills that CoESPU attendees achieve make them eligible to be integrated in any police or integrated missions. The Centre also provides several opportunities to test and validate concepts with a specific focus on the goals established at the 2004 Sea Island Summit. CoESPU interacts with important academic and research institutions worldwide. It plays an active role in the UN Doctrinal Development Group tasked to draft a new Formed Policy Units (FPU) policy and training curricula.

Structure

The barracks provide **modern and effective training facilities and equipment**. There is a 100m shooting range, a digital simulator for Fire Arm Training System (F.A.T.S.), a well-equipped gym, a training house, an IED room and information technology classrooms. The barracks also provide:

- accommodations for more than 300 guests;
- classrooms and multimedia rooms with internet access;
- outdoor leisure activities;
- a Christian chapel and other dedicated areas for Muslim, Hindu and Buddhist religions;
- TV satellite rooms, a barber-shop, a laundry, a cafeteria, a library, billiards, etc.

CoESPU has an **external training area** in Longare with buildings and infrastructures on 16 hectares to conduct tactical training in a very realistic environment (factory, jails, police station, houses, drill field in urbanized square, border crossing point, etc.).



Contacts

- **OSCE Secretariat** – Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings

Wallnerstrasse 6
1010 Vienna
Austria

Phone: +43 1 514 36 6664

Email: cthblivex@osce.org

Websites: <http://www.osce.org/projects/cthblivex>
<http://www.osce.org/secretariat/trafficking>

Twitter: @osce_cthb

- **OSCE Project Manager:** Alberto ANDREANI (alberto.andreani@osce.org, phone: +43 1 514 36/6258, mobile: +43 66488474870)

- **CoESPU** (Centre of Excellence for Stability Police Units)

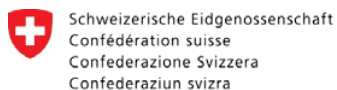
87, Giacomo Medici Street
36100 Vicenza
Italy

Phone: +39 0444 932111

Email: coespu.info@carabinieri.it

Website: <http://coespu.carabinieri.it>

- **CoESPU point of contact:** Maj. Pierpaolo SINCONI, International Affairs Office Chief (Pierpaolo.Sinconi@carabinieri.it, phone: +39 0444 932151, mobile: +393313 646558).



ANNEX 6 – Application Form

Please complete **ALL** the blank fields below, and return the form by **2 April 2017** to the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (cthblivex@osce.org).


APPLICATION

Applying for the position of

(see the description of each position in Annex 1 on pages 7-16 of the call for participants)

Please briefly describe why you think you are suitable for this position, outlining your experience in combating human trafficking/protecting trafficked persons:



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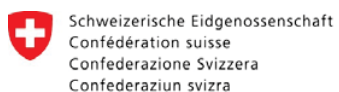

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PERSONAL INFORMATION (Please answer each section clearly, completely and use only English transcription)			
Title	First name	Last name	
Middle name(s)		Maiden name (if any)	
Date of birth (dd.mm.yyyy)	Gender	Are you in the process of changing nationalities?	
Place of birth		Country of birth	
Present nationality		Other nationality	
Address (Street)			Zip/Post Code
Town/City	County/State	Country	
Tel (Work)		Tel (Home)	
Mobile/Cell Phone		E-mail/Fax	

SKILLS AND COMPETENCIES (Please indicate the number of years of professional experience in the listed fields of expertise. Do not count internships and/or apprenticeships.)				
Fields of expertise	Years of experience			
	< 2	2-5	6-9	> 10
Law enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prosecution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour inspection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial investigation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social services provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Media/journalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Language knowledge	What is your mother tongue?		
Other languages	Professional Fluency	Working Knowledge	Limited Knowledge
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

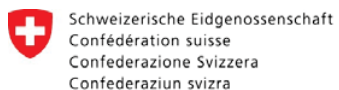


Computer skills	Beginner	Intermediate	Advanced
Databases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spreadsheets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Word processing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graphics/Image/Photo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Web browser/E-Mail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentation software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Current Military rank (if applicable)

Additional skills and relevant facts (List any training courses that you have attended, membership to bodies or any publications you have written, that should be taken into consideration.)
EMPLOYMENT HISTORY - Starting with your present post, list all other employment records in reverse chronological order.

Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
Description of duties and responsibilities Please describe principal duties and responsibilities in the space provided which is restricted to 900 characters including spaces.		
Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
Description of duties and responsibilities Please describe principal duties and responsibilities in the space provided which is restricted to 900 characters including spaces.		



Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
Description of duties and responsibilities Please describe principal duties and responsibilities in the space provided which is restricted to 900 characters including spaces.		
Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
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Dates (from - to)	(mmm-yyyy)	(mmm-yyyy)
Exact Job Title		
Employer		
Work Location/ Duty Station		
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