How to start the application process:

- The application process has been split into 2 parts, the first part is a Web-based survey and the second part is an application form in word which can be downloaded, completed and returned by email. Both parts and all sections of the application form should be filled in for the application to be processed.

The **first part**, i.e. the [Web-based survey](https://www.surveymonkey.com/s/web_based_Application_EMRIP_MandateHolder) is used to collect information for statistical purposes such as personal data (i.e. name, gender, nationality), contact details, mandate/s applying for and nominating entity. **The web-based survey should only be completed once**, i.e. multiple selection allowed to indicate if the candidate is applying for more than one mandates.

This is the **second part, i.e.** of the application form in Word which can be downloaded, completed and saved in word format and then submitted as an attachment by email. Information provided in this form, includes a motivation letter of maximum 600 words, will be used as received to prepare the public list of candidates who applied for each vacancy and will be made available to concerned parties, including through the OHCHR Internet.

Once completed the application form in Word should be submitted by email to hrcspecialprocedures@ohchr.org

If the candidate is applying for more than one mandates, an application form needs to be completed and sent for each mandate.

* A maximum of 3 reference letters can be attached, in pdf format, to the application sent by email. No additional document is required.
* **Application Deadline: Wednesday, 23 April 2014 (midnight, GMT)**.
* Shortlisted candidates will be interviewed at a later stage.

If encountering technical difficulties, you may contact us by email: hrcspecialprocedures@ohchr.org or fax: + 41 22 917 9011

**An acknowledgment will be sent when we receive both parts of the application process, i.e. the information through the web-based survey and the application form through email.**

**I. PERSONAL DATA**

|  |  |
| --- | --- |
| Family Name: FELDMAN | Sex:  Male  Female |
| First Name: IAN | Date of birth (dd-mm-yy): 27-ноя-77 |
| Maiden name (if any): No | Place of birth: CHISINAU (KISHINEV), Republic of Moldova |
| Middle name: No | Nationality(please indicate the nationality that will appear on the public list of candidates): Republic of Moldova |
|  | Any other nationality: No |

**II. MANDATE - SPECIFIC COMPETENCE/QUALIFICATION/KNOWLEDGE**

**NOTE: Please describe why the candidate’s competence/qualifications/knowledge is relevant in relation to the specific mandate:**

|  |  |
| --- | --- |
| QUALIFICATIONS (200 words)  Relevant educational qualifications or equivalent professional experience in the field of human rights; good communication skills (i.e. orally and in writing) in one of the official languages of the United Nations (i.e. Arabic, Chinese, English, French, Russian, Spanish.) | - 15 years of professional experience. Last 10 years of extensive experience in Counter-Trafficking and Human Rights as a national and international expert for about 50 different UN, Intergovernmental and Non-governmental projects.  - Worked in 10 countries on 3 continents in some of the most problematic regions in regard to trafficking: North-Eastern Africa, Central Asia, Middle East and Eastern Europe.  - Trained and consulted people from 22 countries in widest range of issues related to Trafficking, including field experience in security challenged regions.  - In 2013, as recognition of merits, appointed by Moldovan Parliament as a Member of Anti-Discrimination Council.  - Two Bachelor degrees:  ---in Management from Institute of Management of Moldovan State University  ---in Psychology from Moscow State University.  - Studied Jungian Psychoanalysis in Moscow Institute of Psychoanalysis.  - Masters in Psychology from Free International University from Moldova.  - Currently working on PhD thesis in Moldovan State University.  - Excellent communication skills: public speeches, participation in TV shows, high-level official meetings and press conferences.  - Fluency, both oral and in writing in English, Russian (mother tongue), Moldovan and Romanian languages.  - Basic knowledge of colloquial Arabic, Ukrainian and Hebrew. |
| RELEVANT EXPERTISE (200 words)  Knowledge of international human rights instruments, norms and principles. (Please state how this was acquired).  Knowledge of institutional mandates related to the United Nations or other international or regional organizations’ work in the area of human rights. (Please state how this was acquired).  Proven work experience in the field of human rights. (Please state years of experience. | - My professional expertise relates to all facets of Trafficking both on national and international levels, including legal aspects, covering field work, policy and international cooperation.  - 10 years of continuous collaboration with IOM-Moldova started with direct assistance to VoTs, economic empowerment programs and monitorings and peaked in creation of the National System of Referral and Reintegration of Victims of Trafficking (VoT).  - As a result: 300-page “Training Manual for the National System of Reintegration and Referral of VoTs”, written by me, is published.  - This experience was validated on international level in repeated consultancies provided to IOM-Egypt and IOM-Bahrain, resulted in creation of national-level Standard Operating Procedures for stakeholders involved in assistance to abused labor migrants and VoTs in the Kingdom of Bahrain.  This required tight cooperation with Authorities, NGOs and Embassies of Indonesia, Thailand and Philippines as well as profound knowledge of the international instruments, norms and mechanisms.  - In Yemen, being involved in UNICEF and IOM projects, in cooperation with UNHCR, I worked on 3 main components: policy development, direct assistance and capacity building, meeting challenges of Trafficking and Mixed Migration phenomena in the Gulf of Aden and Horn of Africa. |

|  |  |
| --- | --- |
| ESTABLISHED COMPETENCE (200 words)  Nationally, regionally or internationally recognized competence related to human rights. (Please explain how such competence was acquired). | - The competence in the domain of counter-trafficking was built by providing consultancy for about 50 different projects implemented by UN agencies on international, regional and national level, regional and national NGOs. On the National level it was trainings and consultancy provided for IOM-Moldova, diverse Public Institutions and about 10 local NGOs.  - As recognition of the competence and expertise in counter-trafficking and defending human rights Moldovan Parliament appointed me as Member of the newly created Anti-Discrimination Council.  - The Regional level of expertise was acquired by providing trainings and consultancy in Eastern Europe for IOM-Turkey (IOM staff, 4 NGOs in Ankara and Istanbul), IOM-Kosovo (IOM staff, NGOs and Government) and consultancy in Ukraine (NGOs and Public Authorities) and in Russian Federation (NGOs).  - Competence in a broader International context was gained by providing project management, consultancy and trainings in Central Asia (IOM-Turkmenistan for stakeholders from Turkmenistan, Kirgizstan, Uzbekistan, Tajikistan and Kazakhstan),  in the Middle East and Horn of Africa for IOM-Egypt and IOM-Bahrain (stakeholders from Egypt, Bahrain, Kuwait, Syria, Indonesia, Philippines, India and Thailand) and IOM, UNICEF and UNHCR in Yemen (stakeholders from Yemen, Somalia and Ethiopia). |
| flexibility/readiness and AVAILABILITY of time (200 words)  to perform effectively the functions of the mandate and to respond to its requirements, including participating in Human Rights Council sessions in Geneva and General Assembly sessions in New York, travelling on special procedures visits, drafting reports and engaging with a variety of stakeholders. (Indicate whether candidate can dedicate an estimated total of approx. three months per year to the work of a mandate) | - My current schedule is fully flexible and the existing workload could be easily redistributed in time.  - This flexibility would allows me to effectively perform functions required by the mandate, such as drafting reports, making special procedure visits interacting with stakeholders, participating in HR Council sessions in Geneva and General Assembly sessions in New York.  - Should I be selected, I will be able and ready to devote three to four months of my time and all my energy to the activities of Special Raporteur. |

**III. LANGUAGES (READ / WRITTEN / SPOKEN)**

**Please indicate all language skills**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Languages** | **Read** | | **Write** | | **Speak** | |
|  | **Easily** | **Not Easily** | **Easily** | **Not Easily** | **Easily** | **Not Easily** |
| **Arabic** |  |  |  |  |  |  |
| **Chinese** |  |  |  |  |  |  |
| **English** |  |  |  |  |  |  |
| **French** |  |  |  |  |  |  |
| **Russian** |  |  |  |  |  |  |
| **Spanish** |  |  |  |  |  |  |
| **Mother tongue:**  **Russian** |  |  |  |  |  |  |

**IV. Motivation Letter (600 word limit)**

|  |
| --- |
| I started my career as a consultant in Counter-Trafficking (CT), the Palermo Protocol had just been adopted by the UN General Assembly. Much changed and improved since then. Not only have most countries signed and ratified the Protocol, but many have established effective mechanisms to prevent trafficking, to protect the victims and to prosecute the perpetrators through effective partnerships with Civil Societies.  The Republic of Moldova is a country which managed to create a functional and nation-wide mechanism for assisting victims of trafficking. As I was a part of the team which initiated and developed this mechanism, I am happy and proud to have been involved over many years in this practical and successful endeavor.  In parallel with this engagement, and as I developed my own knowledge and skills, I had the opportunity to share my experience with professionals in other countries and other regions where I was planning, developing and implementing different CT projects, consulting and training and advising CT staff, supervising the staff working in shelters and rehabilitation centers, developing CT policies and different SOPs, monitoring projects, implementing small-grants programs, drafting curriculae and analyzing data.  As Trafficking is not just a simple crime, but often mostly a Transnational and often an Organized Crime, it must be addressed together with and in all countries affected by it in a joint effort based on partnership. This effort requires a balancing among different views about what is at stake and how trafficking needs to be eradicated; it therefore presents a formidable challenge, as well as real opportunity, for increased international dialogue and inter-cultural understanding.  Moreover, Trafficking can violate different, fundamental Human Rights: the victims of trafficking are particularly exposed to racial discrimination, xenophobia and related intolerance. Victims, women and girls, but also men and boys are often subject to multiple forms of discrimination and violence, on the grounds of gender, age, disability, ethnicity, culture and religion, as well as national or social origin, while discrimination and xenophobia fuels or at least contributes to Trafficking in many cases.  I believe that the role of the Special Rapporteur is extremely important because a concerted international effort, a common assessment and a coordinated response is necessary for its eradication based on effective multilateral, regional and bilateral cooperation among countries of origin, transit and destination.  I also believe that the UN system with its norms, treaties, mechanisms and mandates should provide the proper and inclusive platform for this effort which must be carried forward.  I am applying for the Mandate of Special Rapporteur on Trafficking in Persons, especially in women and children based on my belief and dedication to combating Trafficking in Human Beings, and I think that this Mandate would be a logical continuation of my past and present efforts.  On this new level I would want to contribute to a higher level to enhancement of international cooperation and advancement of Human Rights in the context of Trafficking in Human Beings.  I am ready to dedicate all my knowledge, efforts, expertise and experience in order to reduce the number of victims of trafficking around the globe, and I am excited about the possibilities this challenge could mean for moving the fight against trafficking another step forward. |

**V. EDUCATIONAL RECORD**

**NOTE: Please list the candidate’s academic qualifications: (university level and higher)**

|  |  |  |
| --- | --- | --- |
| **Name of degree and name of academic institution** | **Years of Attendance** | **Place and Country** |
| Research Institute of Management  Faculty of Management  Licentiate in Management, Economics | 1994 – 1997 | CHISINAU (KISHINEV), Republic of Moldova |
| Moscow State University M.V. Lomonosov  Faculty of Psychology  Practical Psychologist in Social Systems  Moscow Institute of Psychoanalysis  Faculty of Analytical Psychology  Specialist in Analytical Psychology / Psychoanalysis | 1997 – 1998  1999 – 2000 | MOSCOW,  Russian Federation |
| International Independent University of Moldova - ULIM  Faculty of Psychology and Social Work  Masters in Psychology | 2003 – 2004 | CHISINAU (KISHINEV), Republic of Moldova |
| State University of Moldova  Faculty of Psychology  PhD in Psychology academic program | expected 2015 | CHISINAU (KISHINEV), Republic of Moldova |

**VI. EMPLOYMENT RECORD**

**NOTE: Please briefly list ALL RELEVANT professional positions held, beginning with the most recent one:**

|  |  |  |
| --- | --- | --- |
| Name of Employer  Functional Title  Main functions of position | Years of Attendance/Work | Place and Country |
| Member of the National Counsel for Prevention and Combating Discrimination and Promotion of Equiality  Appointed by the Parliament of the Republic of Moldova. Decision #131 of June 6, 2013  Member of an independent parajudicial body aiming to fight discrimination on the national level | 1 year (to date) | CHISINAU (KISHINEV), Republic of Moldova |
| Independent National and International Consultant, Expert, Trainer, Psychologist  Project consultancy. Staff trainings, trainings NGOs and Internationa Organizations. Trainings and psychological supervision for Shelters and Rehabilitation Centers. Participation in development of the National System of Referral and Reintegration of Victims of Trafficking in Human Beings in the Republic of Moldova. Creation of National level SOPs for the Kingdom of Bahrain. Consultancy and business trainings for small grants program. Monitoring visits. Policy planning and data analysis. | 15 years (to date) | Moldova,  Ukraine,  Russia,  Turkmenistan,  Kosovo,  Turkey,  Yemen,  Bahrain,  Egypt,  Israel |
| IOM Moldova – International Organization for Migration, Mission to Moldova  Independent Consultant. Expert. Trainer. Psychologist. Supervisor  Project consultancy. Staff trainings, trainings for IOM volunteers and NGO partners. Trainings and psychological supervision for IOM Shelter. Participation in development of the National System of Referral and Reintegration of Victims of Trafficking in Human Beings. Consultancy and business trainings for small grants program. Monitoring visits. Policy planning and data analysis. | 10 years (to date) | CHISINAU (KISHINEV), Republic of Moldova |
| IOM Yemen  Head of Aden Sub-office. Consultant. Trainer. Psychologist  Implementation of diverse projects in Sana and Aden. Management of the Aden Sub-office. Consultancy. Trainings for IOM staff, Government and NGO counterparts. Psychological supervisions.  IOM Egypt  Independent Consultant. Trainer. Psychologist  Creation of Government level SOPs for the National System of Rehabilitation of VoTs. Implementation of projects. Capacity Building and Trainings for IOM staff, Government and NGO counterparts. Psychological supervisions.  IOM Turkey  Consultant. Trainer. Psychologist. Supervisor  Trainings for NGO managed Shelters in Ankara and Istanbul. Training for operators of the National Hotline for VoTs. Capacity building and shelter management trainings for NGO partners and IOM staff. Supervisions for shelters in Ankara and Istanbul. Consulting on awareness raising campaigns. | 3 years  2 years  1 year | Sana'a, Aden,  Yemen  Manama,  Bahrain  Cairo,  Egypt  Ankara,  Istanbul,  Turkey |

**VII. COMPLIANCE WITH ETHICS AND INTEGRITY PROVISIONS (of Council Resolution 5/1)**

1. To your knowledge, does the candidate have any official, professional, personal, or financial relationships that might cause him/her to limit the extent of their inquiries, to limit disclosure, or to weaken or slant findings in any way? If yes, please explain.

|  |
| --- |
| No |

2. Are there any factors that could either directly or indirectly influence, pressure, threaten, or otherwise affect the candidate’s ability to act independently in discharging his/her mandate? If yes, please explain:

No

3. Is there any reason, currently or in that past, that could call into question the candidate’s moral authority and credibility or does the candidate hold any views or opinions that could prejudice the manner in which she/he discharges his mandate? If yes, please explain:

No

4. Does the candidate comply with the provisions in paragraph 44 and 46 of the Annex to Human Rights Council resolution 5/1?

*Para. 44: The principle of non-accumulation of human rights functions at a time shall be respected.*

*Para. 46: Individuals holding decision-making positions in Government or in any other organization or entity which may give rise to a conflict of interest with the responsibilities inherent to the mandate shall be excluded. Mandate-holders will act in their personal capacity*

Yes

5. Should the candidate be appointed as a mandate holder, he/she will have to take measures to comply with paragraphs 44 and 46 of the Annex to Council resolution 5/1. In the event that the current occupation or activity, even if unpaid, of the candidate may give rise to a conflict of interest (e.g. if a candidate holds a decision-making position in Government) and/or there is an accumulation of human rights functions (e.g. as a member of another human rights mechanism at the international, regional or national level), necessary measures could include relinquishing positions, occupations or activities. If applicable, please indicate the measures the candidate will take.

You will receive an acknowledgment when we receive both parts of the application process, i.e. the information through the Web-based application and the Word application form by email.  
  
Thank you for your interest.