

**European Commission ISFP – HOME  
ISFP-2020-AG-THB  
Grant Agreement No. 101038761**

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**European Commission ISFP – HOME  
CERV-2021-EQUAL  
Grant Agreement No. 101049532**

## **BIGOSINT & STANDUP**

Countering THB through big data and OSINT analysis

**&**

Standing up against hate in the EU

### **Terms of Reference (ToR)**

The contents of this deliverable are the sole responsibility of the authors and can in no way be taken to reflect the views of the European Commission.



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## Executive Summary

The purpose of the Terms of Reference (ToR) for the two projects BIGOSINT and STANDUP is to use it as a basis for the recruitment of the experts who will be tasked with carrying out the research and management activities for two project. The ToR will describe the profile of these experts and the tasks that they are required to carry out.

## Recruitment of the expert

The partner AGENFOR International, involved in the organization of BIGOSINT and STANDUP project, is launching a new call of interest to select 2 project managers, one senior and one Junior with accounting functions, expert in European project management activities and research in the field of human trafficking hate crimes, for the whole duration of the two project (24 months) appointments as Senior Project Manager and Junior Project Manager.

## Topics of the research

The research and management topics are:

- Develop and manage reporting and research for the EU commission, in particular the BIGOSINT project will:  
develop and pilot advanced, intelligence-led tools to enhance investigations into internet-abetted trafficking in human beings (THB), directly targeting the diverse roles that the cyber-environment plays in the THB chain. As an extension of the EU-funded project UNCHAINED, BIGOSINT will expand the counter-THB tools with technologies to 1) enhance LEA access to, and monitoring of, open and closed environments online, 2) boost investigations into and understanding of cryptocurrency transactions. The tools will be integrated into the FAST platform, developed within UNCHAINED and adapted for the specific purposes of the BIGOSINT project, allowing smooth and secure data-sharing among LEAs and, using a different access-level model, between them and private entities involved in counter-THB operations. The BIGOSINT investigative techniques will be piloted for a period of 20 weeks, supported by innovative LEA training on implementation of the tools, the dynamics of internet-facilitated THB, and models for cross-border and inter-agency cooperation. Training will reach 100 LEAs from 3 pilot countries using the training of the trainer methodology, incorporating innovative virtual reality training, immersing participants in simulated scenarios based on real-life cases. National inter-agency teams will be established in 3 Member States and a Communication Toolkit will be deployed to support the protection of potential victims,



and vulnerable groups in particular.

· Develop and manage reporting and research for the EU commission, in particular the STANDUP project will:

aim to establish a public authority-led, multi-agency model for countering hate crime.

The model, designed and verified through participatory design process and a 6-month

piloting period, comprises 1. technological instruments to enhance monitoring of the

phenomenon and inter-agency data exchange, 2. A co-designed standardised definition

of hate crime, 3. Two compatible models for hate crime reporting (for law enforcement and CSOs respectively), and 4. a multi-agency handbook for victim support. Training

activities target public authorities (law enforcement and judicial bodies in particular), as

well as CSOs, with the aim of 1. Ensuring that relevant actors are able to implement the

tools and mechanisms developed within the project and 2. Better harmonising public

body and CSO activities. Virtual Reality case simulations support training on sensitive

questioning at investigation and prosecution. From a methodological perspective,

STAND-UP strives to create a comprehensive and holistic counter-hate crime framework

that covers all components of counter-hate process (reporting-investigating-prosecution-

prevention (RIPP)), embedded within a framework of victim support. In this way, the

project ensures the complementarity of the work of different actors, leading to a

streamlined and more efficient RIPP cycle, better victim support, and higher levels of

trust between CSOs, law enforcement, judiciary, and victims. OSINT is used to

understand hateful sentiments and speech in localised contexts, helping public

authorities and CSOs to identify areas of intervention, at-risk groups, and the weight of

hateful sentiments expressed online as an indicator of physical acts of hate offline, all

multi-factorally disaggregated. A platform is developed for interagency data exchange.

Activities to raise awareness of STAND-UP and its outcomes, as well as to

heighten awareness of hate crime and its impact on victims, are carried out throughout

the project.

## Professional Background of the experts:

Candidates should have minimum **2** years of experience in the field as either:

- Project manager or Project manager assistant of EU-funded and/or international projects;
- Researcher in the field of human trafficking hate crimes and forced migration;
- Familiarity with the organization of international events;
- Capacity to write deliverables and report and perform analysis in cooperation with international private and public organizations;
- Strong ability in project development and implementation plan, such as: (a) Set project timelines; (b) Define project budget; (c) Monitor project deliverables; (d) Update relevant stakeholders or team members on the project progress; (e) Monitor of financial and budgets related to the project activities



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# Language Requirements

English Proficiency Requirements: B2(equivalent certification) or higher.

# Recruitment procedures

After receiving the expression of interest from candidates via email, the partner responsible (AGENFOR) will organize a preliminary call with each candidate to assess their knowledge and English language proficiency. Once this preliminary step is successfully completed the candidate will be sent with a letter of engagement for signature.

# Responsibilities of the experts

The project manager will have the following responsibilities:

- a. Manage and coordinate all the activities within the projects;
- b. Perform research and analytical works in order to submit deliverables and reports to the EU Commission within the given deadline;
- c. Monitor and control the work of all the other partners;
- d. Organise events, training or pilots, in accordance with the signed GA;
- e. Inform and support all the consortium in administrative and operational needs;
- f. Proactively solve and manage potential risks and disagreements within the consortium;

All in all, the candidate will be responsible for the whole Management and Research of the above-mentioned EU funded projects.

# Benefits and compensation

The project budget will cover the following costs:

- Travels and accommodation for the projects-related activities;
- For the position of the Senior Project Manager, a total amount of **40.000,00 EURO** (VAT and any other cost included) for the whole duration of the two project activities is offered by the Prosecutor Office of Trento for activity consisting in 12 days/month.
- For the Junior Project Manager, a total amount of **12.000** EURO (VAT and any other cost included) for the whole duration of the two project activities is offered **by the Prosecutor Office of Trento for activity consisting in 6 days/month.**



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# Timeline for the recruitment

Recruitment:

1. Advertise the positions – Deadline **01/02/2022**
2. Interview candidates – 02/02/2022
3. Finalization of recruitment – 04/02/2022
4. Starting of the activities – 07/02/2022

**CVs and letter of interests must be sent by mail to: [Sophie.Kenneally@agenformedia.com](mailto:Sophie.Kenneally@agenformedia.com) not later than 01/02/2022**

*By signing below, I declare that I have read and accept the above terms and conditions.*

*First Name*

*Last Name*

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