



Organization or Agency: **International Organization for Migration (IOM)**  
Position Title: **Social Cohesion Officer**  
Organizational Unit: **Peacebuilding and Stabilization Division**  
Duty Station: **Erbil- Iraq**  
Type of Contract: **Sub-Contract to Stars & Orbit**  
Grade: **Equivalent to P3**  
Duration of Appointment: **Six (6) Months, with possibility of extension subject to satisfactory performance and funds availability**  
Closing Date: **06<sup>th</sup> June 2022**  
Reference Code: **CFA2022/IRQ/128**

***IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged, as well as the internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, the internal candidates are considered as first-tier candidates.***

#### **Context/Reporting line:**

TCC established in the 2020, the Technical Coordination Committee (TCC) aims to enable technical-level coordination between the agencies participating in the UN Joint Approach Community-based reconciliation and reintegration of children, young people and adults formerly associated with ISIL. The group has played an important role in facilitating the exchange of lessons learned and good practices in the effort to promote access to durable solutions for IDPs who face complex barriers to return to their areas of origin due to a former or perceived association with ISIL.

The members of the TCC include IOM (co-chair), UNDP (co-chair), UNHCR, UNICEF, UNODC, UNAMI (JAU, HRO and OPA), OCHA, NCCI, and the DSTWG, as well as ICRC as observer. Meeting participation can be expanded to include other UN agencies, INGOs, working groups and entities working on issues related to protection, prosecution, rehabilitation, and reintegration of individuals formerly associated with ISIL, in accordance with the UN Joint Approach and the Global Framework for UN Support on Syria/Iraq Third Country National Returnees (Global Framework).

The TCC's main aim is to ensure that the objectives of the Joint Approach and Global Framework are achieved, and that government partners, agencies, and organizations are working efficiently and effectively without duplication to:

- (i) Support the GoI to ensure protection, prosecution, rehabilitation, and reintegration of men, women, boys, and girls with a former or perceived association with ISIL.
- (ii) Promote social cohesion and reconciliation, as required to enable Iraq's residual IDP caseload and (actual and future) returnees from NE Syria to access durable solutions.
- (iii) Increase resilience to prevent future waves of violent extremism in Iraq.

As the durable solutions coordination system in Iraq has taken shape, the TCC has also been identified as the appropriate entity to provide guidance on social cohesion to the Durable Solutions Technical Working Group (DSTWG), and the TCC has begun to develop or collate related assessments, guidelines, and tools.

The Social Cohesion Expert role aims to serve the DSTWG on behalf of the TCC as a Conflict Sensitivity and Social Cohesion (CS-SC) resource person. The role includes conducting conflict and or context analysis and assessments needed to support the Plans of Actions developed and implemented by the local planning and operational mechanisms for Durable Solutions / the Area Based Coordination Groups (ABCs) and/or support

the DSTWG in the Social Cohesion Sub-Group ; and acting as a technical helpdesk to partners to incorporate social cohesion and/or conflict sensitivity into their programming.

Under the general guidance of the Chief of Mission (CoM), the overall supervision of the Head, Peacebuilding and Stabilization Division and the direct supervision of the Programme Coordinator (PSD), the successful incumbent will be responsible of the following duties:

### **Core Functions / Responsibilities**

1. Act as technical lead for the development of social cohesion guidelines, assessments, and tools on behalf of the TCC and the DSTWG.
2. Organise and carry out regular regional and local consultations on social cohesion with DSTWG and ABC members, and prepare and publish regular analytical reports, including recommendations to promote social cohesion or strengthen social cohesion programming in target areas.
3. Act as technical lead for training needs assessment and capacity building of DSTWG and ABC members and government partners.
4. Strengthen knowledge management through collation of social cohesion assessments, identification of gaps, and trend analysis and targeted research to inform national policy making and programming.
5. Participate in the DSTWG as technical resource person on behalf of the TCC, as well as in relevant ABC meetings and review draft PoAs to ensure strong integration of social cohesion and conflict sensitivity, in line with the principle of “do no harm”, prior to finalization and dissemination.
6. Initiate and coordinate advocacy points related to social cohesion in Iraq on behalf of the DSTWG.
7. Perform other functions as deemed essential for effective results.

### **Required Qualifications**

#### **Education:**

- Master’s degree in peace and conflict, political science, social science, development, public administration, international relations, or other related fields from an accredited academic university or institute.

#### **Experience and Skills:**

- At least 5 years of relevant professional experience with a demonstrable ability to undertake research and analytical reviews, support programming, and provide technical expertise in the areas of conflict prevention and peace-building.
- Demonstrated ability to effectively conduct research on PVE, peace- building and/ or conflict resolution; and related issues.
- Past experience in engaging with local stakeholders including the government, CSOs, and academia in politically sensitive areas.
- Able to convey complex information to a variety of audiences.
- Experience in liaising with diplomatic and multi-national organizations as well as international NGOs, other non-governmental organizations, donors and academic institutions.
- Highly developed interpersonal and communication skills.
- Willingness to work and travel in difficult and insecure environments.

#### **Languages:**

- Fluency in English and Arabic is required.

### **Behavioral Competencies**

- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Positive, constructive attitude.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.

- Responds positively to critical feedback and differing points of view.
- Ready to work independently, under tight deadlines.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Ability to work in a multi-cultural team environment with a positive attitude.
- Highest standards of integrity, discretion, and loyalty.
- Strives for supportive working environment and positive working relationship.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

#### **IOM IN/234 - Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse**

IOM has a policy of zero tolerance of sexual exploitation and abuse (SEA) by IOM staff members and the employees or any other persons engaged and controlled by IOM Contractors. The staff members and all contract type holders shall protect against and prevent sexual exploitation and abuse (PSEA).

#### **How to apply:**

**While this vacancy is open to both Internals and Externals, priority shall be given to qualified Internal applicants.**

Interested candidates are invited to submit their applications via this link:

<https://jobs.my-soc.org/apply/20220523063730/5xFagvAGJTjER0sUNMzYDpQqf>

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

#### **Posting period:**

From: 23.05.2022 to: 06.06.2022