



IOM International Organization for Migration

Open to Internal and External Candidates

Position Title	: Senior Protection Assistant
Organizational Unit	: Protection Division
Duty Station	: Erbil – Iraq
Classification	: General Service Staff, Grade G7
Type of Appointment	: Special Short Term contract (SST)
Duration of Appointment	: Six (6) months with possibility of extension
Closing Date	: 19 th September, 2023
Reference Code	: SVN2023/IRQ/215

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

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, internal candidates are considered as first-tier candidates.

Context:

Under the general guidance of the Chief of Mission COM/DCoM, and the overall supervision of the head of the Protection division, and the direct supervision of the Protection Coordinator, the incumbent will be responsible for overseeing direct implementation of protection activities in Erbil and Sulaymaniyah. The Senior Protection Assistant will provide support in protection activities relating to Return & Reintegration, Counter-Trafficking, and Gender-Based Violence.

Core Functions / Responsibilities:

1. Support the technical supervision and day-to-day management and monitoring of migrant protection activities, including assistance to vulnerable migrants, counter-trafficking case management, and Assisted Voluntary Return and Reintegration (AVRR) activities through a protection-centered case management approach in Erbil and Sulaymaniyah. Core activities include, but are not limited to case management including counselling, referrals to protection services and support through legal proceedings, provision of information, and return and reintegration support.
2. Supervise relevant Teams in respective locations of coordination and ensure timely roll out of activities, their monitoring and reporting.
3. Identify protection risks and needs of migrants in vulnerable situations and coordinate a timely and safe referral to specialized protection services in case of need; support in pre-departure counselling and assistance as well as return travels in coordination with receiving missions.

4. Participate in relevant coordination forums and discussions at country level, including the KRI Gender-Based Violence Sub-Working Group and developing strong, collaborative relationships with other KRI GBV stakeholders.
5. Assess the needs of victims of trafficking and migrants with GBV concerns and support them in planning for safety, following internal operating procedures and protocols, designed according to the IOM Iraq SoPs and global IOM GBViC and TIP frameworks.
6. Ensure the team's timely update and 100% compliance of data collection tools (MIMOSA) to track the status of implementation of each case and oversee the timely entry of data of the Teams supervised.
7. Identify staff needs related to technical capacity. Coordinate capacity building activities internally or through partners by leading on the delivering of trainings to staff and partners, and on-the-job capacity building for returnees.
8. Ensure protection activities are implemented in coordination with other IOM sectors and according to IOM protection standards and principles.
9. Support the Protection Officer in the updating of Migrant Protection and Counter-Trafficking tools and guidelines as needed to ensure it is in line with the Iraqi context.
10. Ensure gender and protection are mainstreamed during the implementation of protection activities.
11. Undertake duty travel as required.
12. Perform any of duties as may be assigned.

Qualifications;

Education

- University degree in related field from accredited academic institution with 5 years of relevant professional experience
- Completed High School degree from accredited academic institution with 7 years relevant professional experience.

Experience

- Experience in the field of migration and/or protection.
- Prior experience in working with mixed migrant population (especially victims of trafficking and survivors of gender-based violence) on protection and direct assistance.
- Experience in communicating and working with a wide range of actors, including people of culturally diverse backgrounds, government and authorities, humanitarian actors (UN agencies and NGOs).
- Computer literacy and skills with specific proficiency in Microsoft applications.
- Detail-oriented, reliable, efficient, high level of professionalism, organizational skills and ability to work under pressure and adhere to strict deadlines.
- Good analytical skills, strong eye for detail and accuracy.

Skills

- Experience in case management, Counter Trafficking, AVRR, and/or Gender-Based Violence, or other protection programming (required).
- Experience in managing and/or implementing projects.
- Experience in delivering Protection trainings to internal and external audiences (required).
- Good written and oral communication skills, effective in representation and liaison with external parties (required).
- Good interpersonal and problem-solving skills (required).
- Flexibility in working overtime when needed (required).
- Computer literacy (Microsoft Word and Excel) (required).
- Willing to collaborate with and support people from different ethnic groups and different religions (required).

Languages

- Fluency in English, Kurdish and Arabic are required;
- Any other language is an advantage.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

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).

Others

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

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 a link:

<https://iraqdatacenter.iom.int/Vacancy/Apply/SVN2023IRQ215>

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

Posting period:

From 05.09.2023 to 19.09.2023