



Organization or Agency: **International Organization for Migration (IOM)**  
Position Title: **Protection Monitor**  
Organizational Unit: **Protection Division**  
Duty Station: **Anbar (Qaim) -Iraq**  
Type of Contract: **Sub-Contract to Stars Orbit Consultants and Management Development**  
Grade: **Equivalent to G4**  
Duration of Appointment: **Four (4) months, with possibility of extension subject to satisfactory performance and funds availability**  
Closing Date: **6 July 2024**  
Reference Code: **CFA2024/IRQ/163**

***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:**

Under the overall supervision of the Protection Coordinator, the administrative supervision of the Head of Sub Office (HoSO) and the direct supervision of the Senior Protection Assistant in close Coordination with the Protection Monitoring, Research and Analysis Consultant, the successful candidate will perform the following duties:

#### **Core Functions / Responsibilities**

1. Conduct protection monitoring via the phone at a household level in line with existing SOPs.
2. Conduct protection monitoring activities at household and/or community level using different quantitative and qualitative tools.
3. Identify key informants in the community to involve in regular protection monitoring activities through semi-structured or unstructured interviews (KIIs)
4. Facilitate Focus Group Discussions (FGDs) amongst community members on selected topics to better understand the causes and consequences of identified risks.
5. Identify and report protection concern and trends, new population displacements and movements in the areas of operations.
6. Report any serious protection incidents or immediate protection concerns identified within target communities.
7. Identify individual cases with protection concerns during data collection for referral to internal services or specialized agencies.
8. Verify collected information on protection risks as well as availability and access to services through direct observation of the area.
9. Support in reporting qualitative and quantitative data and information.
10. Map main service providers in the area of intervention and identify and report gaps in the availability of services and quality of service provision.
11. Carry out all tasks respecting key protection principles including but not limited to: do no harm, non-discrimination, confidentiality, accountability and need-to-know principles
12. Support outreach, protection activities such as sensitization, information dissemination and awareness raising where required.

13. Collaborate closely with the protection team to uphold guiding principles such as safety, confidentiality, respect, and non-discrimination across activities.
14. Maintain excellent trust relationship within the community and conduct home visits if needed for the cases who cannot be reached by phone, with specific consideration and directions by the protection assistant as mentioned in the SOPs.
15. Perform any other duties upon request by the supervisor.

## **Required Qualifications**

### ***Education***

- Bachelor's degree in any related field from an accredited academic university or institute with 2 years of relevant experience or;
- Completed high school diploma with 4 years of relevant professional experience.

### ***Experience:***

- Experience in similar context in the field.
- Experience in communicating and working with a wide range of people including people of culturally diverse backgrounds.
- Experience in data collection.
- Familiar with the concept of protection monitoring and research.
- Experience in providing protection services with requisite training on protection principles, PSEA, etc.

### ***Languages:***

- Fluency in English and Arabic is required.

## **Competencies**

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

**VALUES** - All SOC staff members must abide by and demonstrate these five values:

**Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

**Integrity and transparency:** Maintains 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.

**Courage:** Demonstrates willingness to take a stand on issues of importance.

**Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

**CORE COMPETENCIES** - Behavioural indicators – Choose a level.

**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 actions 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).*

**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/20240627165314/6helgvqm9ycdEYHTjAfZ5JuSU>

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: 27 June 2024 To: 6 July 2024