

Open to Internal and External Candidates

Position Title	: National Durable Solutions Programme Coordinator
Organizational Unit	: Transition and Recovery Division
Duty Station	: Erbil - Iraq
Classification	: Ungraded (NO-C- Equivalent)
Type of Appointment	: Special Short Term contract (SST)
Duration of Appointment	: Six (6) months with possibility of extension
Closing Date	: 22 nd May 2022
Reference Code	: CFCV2022/IRQ/106

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:

IOM is a leading actor in efforts to resolve internal displacement in Iraq, supporting both government and Internally Displaced Persons(IDPs) to overcome barriers to the attainment of Durable Solutions.

The Transition and Recovery Unit (TRD) within IOM Iraq Country Office works to remove the initial obstacles preventing the IDPs to return to Iraq's post-conflict areas and lay the foundation for longer-term recovery, economic development and reconstruction more broadly. TRD's engagement includes activities related to data and research, leadership of coordination and strategy development mechanisms and field-level activities such as housing, livelihoods, basic services rehabilitation, social cohesion and other activities.

Under the overall supervision of the Head, Transition and Recovery Division, the direct supervision of the Senior Programme Coordinator, and in coordination with relevant units in Iraq Country Office (CO), the successful candidate will be responsible for supporting the effective implementation of TRD's activities related to durable solutions operations and inclusive community programming, including technical management of Community Resources Centers.

Core Functions / Responsibilities:

1. In close coordination with the Senior Programme Coordinator, support the implementation of TRD's overall strategic direction regarding durable solutions in Iraq CO, with specific focus on operations.
2. Develop methodologies and tools to guide the implementation of operations related to return, relocation and reintegration of IDPs through an area-based approach, while ensuring synergies and alignment with existing plans and priorities of CO

3. Ensure the monitoring and analysis of findings, lessons learnt, and secondary data related to the outcomes and impacts of the durable solutions interventions implemented, including contributing to monitoring the quality of implementation.
4. Supervise technical management of Community Resources Centers (CRC), the development of strategic approaches to leverage the use of Centers to support durable solutions and reintegration of displacement-affected populations, through strategic partnerships and collaboration with other IOM programs as well as with other organizations and governmental institutions.
5. Work in close coordination with the Community Engagement Team to enhance community-based approaches and ensure sustainable programming that promotes inclusive area-based community interventions.
6. Ensure participation in Returns Working Group (RWG) and support to IOM's participation in Durable Solutions Team Working Group's (DSTWG) Area-Based Coordination groups, collaborate with relevant IOM colleagues for the coordination and implementation of returns and durable solutions related interventions.
7. Coordinate and actively engage with national and sub-national coordination structures, including relevant clusters and DS architecture, as well as with humanitarian, stabilisation and development organisations in TRD's areas of operations, to identify gaps and enhance synergies in order to support programme implementation and prioritization.
8. Establish modalities for collaboration with IOM counterparts, partners, interagency networks, clusters and governmental stakeholders through joint strategic planning, the application of area-based approaches, referral of activities between the different units, regular sharing of information and analysis; and to the extent possible, pooling of staff and resources.
9. Contribute to resource mobilization through programmatic reporting and the development of new projects, including drafting of proposals, liaising with donors and supporting the production of communication tools.
10. Supervise technical staff related to durable solutions and CRC programming, in accordance with the Organization's procedures and regulations. Provide relevant training and capacity building to the members of the team.
11. Ensure cross-cutting issues are integrated in all programmes, notably in Protection mainstreaming, Gender mainstreaming and Conflict-sensitivity areas.
12. Perform such other duties as may be assigned.

Qualifications.

Education

- Master's degree in Political or Social Sciences, Development Studies, Human Rights, International Relations, Law or related field from an accredited academic institution with 5 years of experience;
- Bachelor's degree in the above fields from accredited academic institution with seven years relevant professional experience.

Experience

- Minimum five years of relevant international experience in Management, Community Engagement, Stabilization, Peacebuilding, Return, Recovery and Reintegration;

- Experience at the international level with specialized international organizations (UN agencies, international organizations, and specialized international NGOs), preferably in early recovery and stabilisation, assistance to IDPs and refugees, and humanitarian assistance in the Middle East and/or North Africa;
- Experience working directly with displaced populations, particularly in conflict settings and in protracted displacement situations; particularly the socio-economic reintegration of returnees or other groups;
- Familiarity with programmatic issues surrounding relief to recovery transition, including good understanding of early recovery principles; and,
- Experience working in conflict and post conflict settings.

Languages

- 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: 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.

Core Competencies – behavioural indicators *level 2*

Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

- Fosters a sense of team spirit by developing a shared understanding, accountability and enthusiasm for the team's work.
- Displays a high level of cultural awareness, sensitivity to different ways of working and leverages individual strengths in order to build a better team.
- Shares credit for team accomplishments and ensures that the contribution of others is recognized.
- Helps create a positive team spirit, putting aside personal considerations to help the team achieve its goals.

Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.

- Produces high-quality results and workable solutions that meet clients' needs.
- Anticipates constraints, identifies solutions and takes responsibility for addressing critical situations.
- Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs.
- Aligns projects with Organization's mission and objectives and demonstrates a good understanding of the impact of team's and own work on external and internal counterparts.

Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.

- Disseminates and shares knowledge openly and actively contributes to knowledge/network communities for topics relevant to area of expertise.
- Encourages knowledge-sharing across units/departments and ensures that knowledge is captured, recorded and disseminated appropriately.
- Builds networks for the effective communication and exchange of knowledge and ideas and puts others into contact with various sources of knowledge.
- Contributes to an environment that is conducive to innovation and learning.

Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.

- Proactively seeks responsibility in delivering towards the goals of the Organization.
- Plans and organizes work with a clear and deliberate focus, ensuring commitments are easily identified and progress is widely communicated.
- Stands by the actions of team or department, publicly accepting ownership.
- Takes responsibility of own shortcomings and those of the work unit, where applicable.

Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

- Speaks and writes clearly and effectively.
- Seeks to share information with others, with due respect for diversity and the confidentiality of specific sensitive information.
- Listens and seeks to understand without bias, and responds appropriately.
- Shares information and keeps others up to date; actively seeks others' views and ideas and respects their contribution.

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.

Internals of the Organization and NMS candidates, as well as external female candidates, will be considered as first-tier candidates. This vacancy is also open to second-tier candidates.

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

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/CFCV2022IRQ106>

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

Posting period:

From 08.05.2022 to 22.05.2022