

**Open to Internal and External Candidates**

Position Title	: National Project Officer (Durable Solutions)
Organizational Unit	: Transition and Recovery Division
Duty Station	: Erbil - Iraq
Classification	: National Officer Category, NOB
Type of Appointment	: Special Short Term contract (SST)
Duration of Appointment	: Six (6) months with possibility of extension
Closing Date	: 05 <sup>th</sup> December 2023
Reference Code	: SVN2023/IRQ/270

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:**

The Transition and Recovery Division (TRD) within IOM Iraq works to remove the initial obstacles to Internally Displaced Persons (IDPs) return, relocation and reintegration in Iraq's post-conflict areas and lay the foundation for longer-term recovery, economic development and reconstruction in general.

Under overall supervision of Head of Transition and Recovery Division (TRD), and direct supervision to the Durable Solutions Program Coordinator and in close collaboration with Team leaders and Field Officers in the governorates, the Durable Solutions National Officer is responsible for supporting the implementation on the ground of all activities related to the durable solutions interventions in areas of displacement and in areas of return or relocation.

The position is based in Erbil office, with at least 60% of time spent roving across governorates based on operational needs.

**Core Functions / Responsibilities:**

**Programme Technical**

1. Lead the adaptation and operationalization of methodologies and tools to lay the ground for durable solutions related interventions and ensure coherence in the implementation across all regions;
2. Coordinate the roll out and monitor the implementation of standards and procedures, for the return, relocation, and local integration programming;
3. Train and mentor field operation teams in preparation of and during the implementation of return and other durable solution programme activities in order to ensure proper use of relevant tools and approaches and promote coherence across different regions and operations;

4. Assist in the development and implementation of all operational activities by providing technical guidance to operations teams in selected areas across the country;
5. Ensure a presence in field locations when durable solutions programme interventions are being implemented, as for example during return movements, in areas of origin following return movements to ensure the necessary follow up, monitoring and service provisions takes place in line with technical standards;
6. When on deployment in specific field locations, meet with staff and local authorities as required to develop a solid understanding of issues and challenges in each region, and to ensure a timely implementation of activities in line with standards of quality;
7. Review and analyze reports on return areas, and make visits to said areas, to conduct assessments, support and monitor activity implementation based on displacement and trends in progress to durable solutions;
8. Liaise with other divisions within IOM and with other organizations, externally, to enable multi-sectoral service provision and comprehensive assistance to be provided to beneficiaries of durable solutions interventions;
9. Collaborate with gender, CWC and AAP teams to ensure that all durable solutions programme activities ensure appropriate and relevant CWC approaches, full respect of AAP principles and ensure gender mainstreaming;
10. Plan and manage data collection, analysis and reporting processes for the reintegration monitoring through coordination and management of relevant staff; and ensure findings are disseminated among relevant stakeholders and are used to improve programme delivery.

#### **Coordination on Durable Solutions**

11. On behalf of IOM co-chair the Sinjar Area-based coordination group and participate in relevant DS coordination fora to ensure IOM's activities and positions are represented and that coordination is effectively enabled.
12. Facilitate the participation of affected population and local civil society to programme design and to Durable Solutions coordination spaces.
13. Liaise and coordinate with local authorities to enable the implementation of the IOM Durable Solutions programme, including through advocating for the respect of the rights of communities affected by displacement and compliance with international principles related to durable solutions.

#### **Staff management**

14. Manage the Durable Solutions Area Coordinator and relevant staff or consultants responsible for implementation of components of the DS programme.
15. Perform other duties as may be assigned.

#### **Qualifications.**

##### **Education**

- Master's degree in Political or Social Sciences, Development Studies, Human Rights, International Relations, Law or a related field from an accredited academic institution with two years of relevant professional experience; or
- University degree from an accredited academic institution, with minimum 4 years of relevant professional experiences as above.

## Experience

- Experience in managing emergency operations in camps and other displacement settings
- Experience in managing several types of reintegration and community-based projects;
- Experience in interventions aimed at supporting return, relocation and post-conflict recovery;
- Experience in liaising and building effective partnerships with government authorities, other national and international counterparts, including UN agencies, national and international NGOs, coordination fora;
- Willing to conduct constant travel within the Area of Responsibility.

## Skills

- Proven capacity to develop and provide technical guidance on programmatic dimensions, including through structured trainings, mentoring and other hand-on support.
- Experience in the design and delivery of capacity building curricula and in the planning of capacity development activities with staff, civil society and authorities alike.
- In depth knowledge of displacement and durable solutions frameworks, and of national and international legislation and policies related to internal displacement.
- Previous working experience in Iraq and/or Middle East and Northern Africa region working in emergency and recovery programming is advantageous.
- Proven ability to supervise, coach, and direct staff and manage operations in transitional or post-conflict contexts.

## Languages

- English, Arabic and Kurdish 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/SVN2023IRQ270>**

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

***Posting period:***

From 21.11.2023 to 05.12.2023