

**Open to Internal and External Candidates**

Position Title	: National Protection Officer
Organizational Unit	: Protection Division
Duty Station	: Erbil - Iraq
Classification	: National Officer Category, NOA
Type of Appointment	: Special Short Term contract (SST)
Duration of Appointment	: Six (6) months with possibility of extension
Closing Date	: 25 <sup>th</sup> July 2024
Reference Code	: SVN2024/IRQ/170

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 Head of Protection Division, and the direct supervision of the Protection Coordinator, the incumbent will be responsible for coordinating direct implementation of protection activities in Erbil and Sulaymaniyah. The National Protection Officer 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. Act as a national liaison between the Protection Division and government actors and Embassy counterparts in coordination with relevant IOM divisions. Maintain good relations with key government partners working on protection related thematic.
4. 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.
5. 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.

6. Coordinate assistance to 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.
7. 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.
8. 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.
9. Ensure protection activities are implemented in coordination with other IOM sectors and according to IOM protection standards and principles.
10. Support the Protection Coordinator in the updating of Return & Reintegration and Counter-Trafficking tools and guidelines as needed to ensure it is in line with the Iraqi context.
11. Support the Protection Division in establishing strategic priorities and brainstorming strategies for fundraising in relation to Return & Reintegration.
12. Ensure gender and protection are mainstreamed during the implementation of protection activities.
13. Undertake duty travel as required.
14. Perform any of duties as may be assigned.

### **Qualifications.**

#### **Education**

- Master's degree in a related field from an accredited academic institution or
- University degree from an accredited academic institution, with minimum 2 years of relevant professional experiences as above.

#### **Experience**

- At least 2 years of work 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

- 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/SVN2024IRQ170>

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

#### **Posting period:**

From 11.07.2024 to 25.07.2024