

Call for Expression of Interest;

Organization or Agency:	International Organization for Migration (IOM)
Position Title:	Intern (Research and Advocacy)
Organizational Unit:	Protection Division
Duty Station:	Home Based
Type of Contract:	International
Grade:	N/A
Duration of Appointment:	3 Months With Possibility of Extension
Closing Date:	16 th October 2024
Reference Code:	EOI2024/IRQ/218

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 and Core Functions / Responsibilities

IOM operates in camps, informal settlements and areas of return and relocation to provide specialized protection assistance. Protection activities aim to prevent and respond to human rights violations including gender-based violence and exploitation. IOM's overarching goal on protection is to place the rights and well-being of migrants, including IDPs, regardless of their status at the center of its operations.

Under the overall supervision of the Deputy Chief of Mission and under the direct supervision of the Head of the Protection Division, the successful candidate will support PxD in the research, analysis and advocacy of programmatic interventions in Iraq. The intern will identify research needs on human rights issues in Iraq, gather and summarise relevant reference documents, and contribute to the preparation of reports on human rights frameworks and protection concerns. They will conduct background research, perform quantitative analysis, monitor media, and translate documents from Arabic to English as needed. Additionally, the intern will help prepare meetings with agendas and summaries, respond to information requests and participate in relevant forums.

IOM conducts protection monitoring in target locations in camps and informal sites as well as in areas of return using a mixed methods approach. Where appropriate, protection monitoring is done in coordination with the Protection Platform and relevant durable solutions coordination bodies. IOM contributes to the Protection Platform protection monitoring system in specific locations and conducts complementary monitoring through household assessments, key informant interviews and focus group discussions with focus on the collection of strong qualitative protection data. In addition, IOM conducts a range of protection research and analysis, such as rapid protection assessments, when critical incidents occur in areas of operation and/or to understand the protection landscape.

Core Functions / Responsibilities

1. Identify reference documents on human rights and protection issues relevant to Protection programming and provide summaries and relevant references in media, reports and briefs.
2. Conduct research and analyze qualitative and quantitative data to support PxD research activities.
3. Draft reports and advocacy materials related to human rights and protection issues in Iraq.
4. Identify research needs on human rights issues and protection issues in Iraq.
5. Prepare meetings with agendas and summaries, background documents and summaries of the proceedings.
6. Respond to information requests and participate in relevant forums.

Education, Experience and/or skills required

Education

- Be enrolled in a Master's Degree Programme in law or social sciences, or have graduated with a Master's Degree, and if selected, must commence the internship within one year of graduation.

Experience

- Experience applying migration, international law, and human rights frameworks in research and policy analysis
- Expertise in drafting clear, concise, and well-organized reports, policy papers, and other written materials, utilizing strong analytical and writing abilities
- Experience conducting quantitative analysis and research using Excel, SPSS, STATA, or R
- Proven ability to manage remote work effectively and maintain collaboration across virtual teams
- Experience delivering high-quality outputs within set timeframes, demonstrating excellent time management and ability to prioritize tasks under tight deadlines

Skills

- Strong understanding of migration, international law and human rights framework
- Excellent analytic and writing skills, including ability to write content in a concise and clear manner
- Strong quantitative and qualitative research skill
- Ability to work effectively, harmoniously and independently in remote working setting
- Great attention to detail and ability to organize
- Ability to produce quality work according to set deadlines

Languages:

- Fluency in English language is required.
- Fluency in Arabic language is an advantage.

Competencies

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

VALUES - All IOM 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.

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.

---- If direct reports (10th row above) for PAS is greater than zero, then the managerial competencies below are inserted. ----

MANAGERIAL COMPETENCIES - Behavioural indicators – N/A

Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.

Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.

Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.

Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.

Humility: Leads with humility and shows openness to acknowledging own shortcomings.

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:

Interested candidates are invited to submit their applications via this link:

<https://iraqdatacenter.iom.int/Vacancy/Apply/EOI2024IRQ218>

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: 02.10.2024 to 16.10.2024