



Organization or Agency: **International Organization for Migration (IOM)**  
Position Title: **Protection Assistant**  
Organizational Unit: **Protection Division**  
Duty Station: **Duhok (with frequent travels to Chamshko camp)- Iraq**  
Type of Contract: **Sub-Contract to Stars Orbit Consultants and Management Development**  
Grade: **Equivalent to G5**  
Duration of Appointment: **Three (3) months, with possibility of extension subject to satisfactory performance and funds availability**  
Closing Date: **04 November 2024**  
Reference Code: **CFA2024/IRQ/229**

*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 general guidance of the Protection Coordinator, the overall supervision of the National Protection Officer, the administrative supervision of the Head of Sub Office (HoSO) and the direct supervision of the Senior Protection Assistant, the successful candidate will be responsible for the following duties.

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

1. Assist in the timely and effective implementation of protection unit field activities.
2. Conduct protection monitoring, collect high quality information through direct observation, focus group and community discussions, and key informant interviews in accordance with IOM's guidelines and SOPs.
3. Conduct community meetings, FGDs, and other direct community activities as part of protection monitoring.
4. Identify protection trends and closely coordinate with supervisor to respond and report such concerns.
5. Identify and respond appropriately to beneficiaries with protection needs including through referrals, case management, and emergency cash assistance.
6. Refer beneficiaries to key service providers in accordance with IOM guidelines and SOPs.
7. Provide comprehensive case management services in accordance with IOM guidelines and SOPs.
8. Ensure all protection activities and cases are individually documented, filed and up to date in IOM share point.
9. Maintain and update electronic databases and records for each client and keep detailed notes of all casework activities.
10. Conduct and facilitate regular community engagement and awareness raising activities as required.
11. Support Protection Focal Points' community mobilization activities.
12. Support the development of referral service mapping. Collect information on access to services and provide regular updates on changes to services available.
13. Ensure the protection safe space is open and staffed during working hours, and that minimum standards are maintained.
14. Attend relevant meetings at the request of the Senior Protection Assistant.

15. Carry out any delegated activities as assigned by line manager or senior management at the field level.
16. Provide detailed updates of activities within your designated field site.
17. Complete all protection training assigned by the Senior Protection Assistant, National Protection Officer, Protection Officer, or Protection Coordinator.
18. Perform any other tasks assigned by the Senior Protection Assistant.

## Required Qualifications

### *Education:*

- Bachelor's degree in law, social work, social sciences or any relevant field from an accredited academic university or institute with 3 years of relevant professional experience, or;
- Completed a high school diploma degree with 5 years of relevant professional experience.

### *Experience and Skills:*

- Relevant professional experience within a protection role.
- Experience in providing direct assistance to beneficiaries.
- Experience working within challenging environments.
- Experience in organizing events, workshops, and meetings.
- Experience with raising awareness in the public domain.
- Experience working with governmental, non-governmental institutions and UN agencies preferred.
- Demonstrated ability to maintain confidentiality, respect, non-discrimination, and safety of clients at all times.
- Good written and oral communication skills, effective in representation and liaison with external parties (required).
- Ability to organize work, work independently and prioritize work under pressure, coordinate multiple tasks and maintain attention to detail (required).
- Good interpersonal and problem-solving skills.
- Flexibility in working overtime when needed.
- Computer literacy (Microsoft Word and Excel).
- Willing to collaborate with and support people from different ethnic groups and different religions.
- Demonstrated interest in humanitarian work and supporting people effected by conflict.

### *Languages:*

- Fluency in English, Kurdish 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 – Level 1

**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/20241021154005/y613QOXo2KVg5kEfsWCSPLvD>

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: 21 October 2024 to: 04 November 2024