



Organization or Agency:	International Organization for Migration (IOM)
Position Title:	National Protection Officer
Organizational Unit:	Protection Division
Duty Station:	Erbil- Iraq
Type of Contract:	Sub-Contract to Stars Orbit Consultants and Management Development
Grade:	Equivalent to NOA
Duration of Appointment:	Six (6) months, with possibility of extension subject to satisfactory performance and funds availability
Closing Date:	11 November 2024
Reference Code:	CFA2024/IRQ/228

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:

The International Organization for Migration (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 of protection is to place the rights and well-being of migrants, including Internally Displaced Persons (IDPs), regardless of their status, at the center of its operations. This means ensuring the protection of migrants across the full spectrum of migration management and governance. IOM uses a rights-based approach to identify and address needs in humanitarian and transition and development contexts, seeking to secure individual and group rights and to create a society in which these rights are recognized and upheld.

Under the general guidance of the Deputy Chief of Mission, the overall supervision of the Head of the Protection Division, and the direct supervision of the Protection Coordinator, the National Protection Officer will be responsible for supervising and coordinating protection activities in identified areas of implementation in Iraq and facilitating protection mainstreaming and the centrality of protection across IOM programmes.

Core Functions / Responsibilities

1. Provide specialized technical and administrative support for developing, managing, and implementing protection projects in displacement, return, and informal sites, ensuring that all initiatives reflect localized needs, integrate local community engagement, and promote sustainable protection solutions. Support the empowerment of local civil society organizations in managing protection services to ensure local ownership and sustainability.
2. Oversee specialized protection interventions, including protection and GBV case management, community-based protection, cash for protection, information campaigns, and protection context analysis.
3. Support the coordinator in financially and technically managing projects, ensure expenditures align with project cycles, deliverables are met on time, and quality services are delivered safely and dignifiedly.
4. Closely collaborate with other IOM Divisions on joint programming and coordinated activities and approaches in and outside of camp settings and in areas of return and relocation.
5. Support the development of advocacy messages on protection issues (displacement, returnees, trafficking, GBV, etc.) that can be used to foster sustainable reintegration ensuring that the voices of affected communities and local partners are represented in advocacy efforts.

6. Liaise and closely coordinate with government and non-government stakeholders, including local authorities and civil society, to promote localization strategies. Assist in the development of joint implementation plans and capacity-building activities that strengthen local protection mechanisms, ensuring that local partners play a central role in service delivery.
7. Participate in external engagement such as donors, government institutions, civil society organization, and interagency coordination meetings.
8. Evaluate training needs on protection issues and capacity building among IOM field staff, implementing partners, and other stakeholders, and provide training on relevant protection topics, as necessary.
9. Draft reports covering protection-related activities, briefings, statistical/narrative reports, and background notes. Provide specific information requested by IOM, Governments, and other entities.
10. Perform such other duties as may be assigned.

Required Qualifications

Education:

- Master's degree in Humanitarian Affairs, Political Science, Law, Human Rights, Development Studies Psychology and Social Science or a related field from an accredited academic institution; or
- University degree in the above fields with 2 years of relevant professional experience.

Experience and Skills:

- Experience in humanitarian affairs, emergency preparedness, protection and human rights.
- Experience in providing direct assistance to vulnerable individuals.
- Experience in liaising with governmental authorities, other national/international institutions and NGOs, as well as in Iraq is an asset.
- Working experience with an operational UN agency or a major international NGO in the field of protection and assistance of refugees, IDPs, and migrants.
- In-depth knowledge of the broad range of migration-related subject areas dealt with by the Organization.
- Knowledge of UN and bilateral donor programming.

Languages:

- Fluency in English, Kurdish and Arabic is required.

Competencies

I 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 2

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.

MANAGERIAL COMPETENCIES - Behavioural indicators – Level 2

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:

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/20241021113954/TQ8FROyL4VIEBnNP2KC3DqwWb>

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: 11 November 2024