



Organization or Agency: **International Organization for Migration (IOM)**
Position Title: **Prevention Violent Extremism (PVE) and Rehabilitation Expert Trainer**
Organizational Unit: **Peacebuilding and Stabilization Division**
Duty Station: **Erbil (Home-Based with frequent travels across the country) - Iraq**
Type of Contract: **Sub-Contract to Stars Orbit Consultants and Management Development/ Onetime**
Grade: **Ungraded**
Duration of Appointment: **Three (3) months**
Closing Date: **25 February 2024**
Reference Code: **CFA2024/IRQ/056**

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:

Preventing violent extremism remains a major challenge across Iraq. Despite the military defeat of the Islamic State of Iraq and the Levant (ISIL) in Iraq in December 2017, the group remains active in many pockets of the country, including in rural parts of Kirkuk, Salah Al-Din, Diyala, and Anbar governorates. ISIL and other violent extremist groups continue to attract membership and support, exploiting grievances in the communities having to do with (real and perceived) discrimination in political representation, services, or human rights, among others. Almost 1.2 million people remain in displacement, including thousands of families who are living in situations where conditions could exacerbate the vulnerabilities which are associated with increased risk of recruitment or mobilization into armed groups.

In this context, IOM's Peacebuilding and Stabilization Division is supporting the Government of Iraq (GoI) to roll out key policy frameworks and strategies, including the UN-GoI Technical Working Group for the Implementation of the Global Framework Iraq and the National Strategy to Combat Violent Extremism. More specifically, IOM is supporting efforts to rehabilitate and reintegrate Iraqi nationals returning from northeast Syria through its co-chairmanship of the Rehabilitation and Transitional Services Taskforce and delivery of specialized trainings and services support these efforts. IOM is also supporting the GoI to localize the National Strategy in six locations, working closely with local authorities, civil society organizations (CSOs), communities and other stakeholders to develop and implement Plans of Action.

IOM Iraq is currently seeking to establish a pool of prevention of violent extremism (PVE) training consultants to support its expanding program in Iraq.

Under the general guidance of the Head, Peacebuilding and Stabilization Division, the overall supervision of the Programme Manager (PVE), and the direct supervision of the Programme Officer (PVE), the successful incumbent will provide the PVE team with expert design and delivery of PVE and rehabilitation trainings to a number of different audiences.

Core Functions / Responsibilities

Deliverable 1: Month One (20% of Total Deliverables) - Tailored Protocol Engagement Training Modules

1. Collaborate with the IOM Iraq's Prevention of Violent Extremism team to understand strategic goals and engagement protocol training needs.
2. Attend preparatory sessions with IOM and other implementing partners to be fully informed about the Engagement Protocol and relevant training materials.

Deliverable 2: Month Two (40% of Total Deliverables) - Delivery of First Training Session

3. Conduct the first hands-on training session for stakeholders, including service providers, government officials, and civil society representatives.
4. Promote a collaborative learning environment, encouraging constructive dialogue and problem-solving during the session.
5. Continuous Improvement of Training Materials:
 - Collect feedback from the first training session and share with IOM.
 - Collaborate with the PVE Program Technical Coordinator to refine and update training materials.

Deliverable 3: Month Three (40% of Total Deliverables) - Delivery of Second Training Session

6. Conduct the second training session to further enhance stakeholders' proficiency in implementing PVE and rehabilitation efforts effectively and ethically.
7. Finalization of Training Program:
 - Evaluate existing Engagement Protocols and identify areas for improvement to reflect changes in the operational context, share recommendations with IOM.
 - Provide detailed recommendations to PVE/IOM for enhancing Engagement Protocols, ensuring alignment with current operational dynamics.
 - Undertake any additional duties as assigned and reflected in the work plan.

Required Qualifications

Education:

- PHD or master's degree in psychology, criminology, human rights, law, political science or any related field from an accredited academic university or institute with 5 years of relevant professional experience, or;
- University degree in the above-mentioned fields from an accredited academic university or institute with 7 years of relevant professional experience.

Experience and Skills:

- Experience in PVE and/or rehabilitation programming in Iraq.
- Experience in designing and delivering training programs for a variety of stakeholders in Iraq, preferably in the humanitarian context.
- Track record in developing and implementing systems to evaluate the effectiveness of training programs with a focus on continuous improvement.
- Demonstrated ability to collaborate with interdisciplinary teams to ensure effective communication and cooperation.
- Experience tailoring training approaches diverse needs, considering cultural sensitivity and individualized learning styles.
- Strong documentation skills, including record-keeping of training sessions, assessments, and individualized training plans.
- Commitment to ongoing professional development and staying current with advancements in PVE and rehabilitation practices.

- Adaptability and flexibility skills.
- Good skills in Client-Centered Approaches.
- Good Continuous Learning skills.
- Good Problem-Solving skills.

Languages:

- Fluency in English and Arabic is required.
- Working knowledge of Kurdish is an advantage.

Behavioral Competencies

- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Positive, constructive attitude.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
- Responds positively to critical feedback and differing points of view.
- Ready to work independently, under tight deadlines.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Ability to work in a multi-cultural team environment with a positive attitude.
- Highest standards of integrity, discretion, and loyalty.
- Strives for supportive working environment and positive working relationship.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

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/20240211104706/r0ab24Nxx3jfSdplytqPi6g7E>

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: 11 February 2024 to: 25 February 2024