



Organization or Agency: **International Organization for Migration (IOM)**
Position Title: **Protection Assistant (PSEA)**
Organizational Unit: **Protection Division**
Duty Station: **Ninawa (Jaddah 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: **16 October 2024**
Reference Code: **CFA2024/IRQ/219**

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:

Sexual Exploitation and Abuse (SEA) by aid workers is a violation of human rights and IOM is committed to combat any kind of SEA by its staff, related personnel and partners.

The Protection Assistant (PSEA) will work under the overall supervision of the Protection Coordinator (Mainstreaming), the administrative supervision of the Head of Sub Office (HoSO) and the direct supervision of the National PSEA and Safeguarding Officer. The incumbent will be responsible for supporting PSEA activities in Jeddah 1 (Ninewa) as part of a broader protection mainstreaming approach, as well as supporting IOM's partners. The Protection Assistant be responsible for supporting Protection Mainstreaming efforts in locations outside of the duty station, as required. The successful candidate will also work closely with the National PSEA and Safeguarding Officer to ensure a harmonized approach to PSEA initiatives.

Core Functions / Responsibilities

1. Participate in the development of a PSEA(H) training plan for IOM staff and related personnel, implementing partners, key institutional stakeholders.
2. Organize and deliver PSEA(H) training, targeting IOM staff members and governmental and non-governmental actors/stakeholders in Jeddah 1 and other locations, as required. At all possible opportunities (during relevant training, in staff and programme meetings, etc.) continually share key messages on PSEA, including mandatory reporting requirements within the country office and programming, in coordination with relevant colleagues.
3. Actively participate in training of trainers on subjects related to protection and seek to continuously develop capacity in a self-driven manner.
4. On a yearly basis, provide an update on the number of staff, non-staff trained, contractors, implementing partners, and service providers trained on PSEA in Jeddah 1, in an effort to track compliance and promotion of PSEA.

5. Support the development of communication and awareness-raising strategies and tools to ensure appropriate PSEA messaging and knowledge on prohibited behaviors as well as how to report allegations of misconduct, ensure localization of SEA messaging.
6. Conduct community outreach initiatives on PSEA targeting Jeddah 1 residents.
7. Support PSEA risk-assessment in the camp and assist in identifying and monitoring gaps in protection mainstreaming and safe programming; suggest context-appropriate solutions to address gaps identified.
8. Participate in coordination meetings of Jeddah 1, communicate on planned PSEA initiatives and timeously flag any safeguarding concern to PSEAH FP.
9. Proactively engage Jeddah 1 actors on PSEA and assist in providing technical support in prevention and response actions of the actors in SEA.
10. Support in communication with victims of SEA and whistleblowers at the request of PSEAH Focal Point (Protection Coordinator).
11. Support the implementation of Mission-wide PSEA Action as well as interagency initiatives on PSEA.
12. Support existing and planned complaint and feedback mechanism to channel PSEA concerns in the area especially from Jeddah 1 actors and camp residents.
13. Support PSEAH Focal Point to ensure the mitigation of SEA risks are developed, embedded and strengthened within Jeddah 1 operations and practices.
14. Translate key reference materials into Arabic.
15. Perform any other duties as may be assigned.

Required Qualifications

Education:

- University degree in the Law, international relations, psychology, social sciences, development studies and planning or any related field with at least 3 years of relevant professional experience, or;
- Completed Highschool degree from an accredited academic institution with 5 years relevant professional experience

Experience and Skills:

- Experience in the fields of sexual exploitation and abuse, protection, child protection, response to gender-based violence, accountability to affected populations (AAP), protection and gender mainstreaming and/or humanitarian affairs.
- Strong coordination experience within the UN system and amongst interagency partners, including governments, NGOs, and communities.
- Experience in developing and facilitating PSEA and protection mainstreaming trainings, in particular capacity-building, and communication materials to promote behavior change.
- Experience undertaking PSEA risk assessments, in coordination with communities, partners, and UN and other key stakeholders.
- Demonstrated ability to work across a wide variety of sectors/teams on cross-cutting themes.
- Good written and oral communication skills, effective in representation and liaison with external partners.
- Experience in policy and proposal development and the creation of standard operating procedures and tools; and ability to organize work, work independently and prioritize work under pressure, coordinate multiple tasks, maintain attention to detail, and coordination with a variety of stakeholders.
- Knowledge and understanding of IOM's institutional approach on PSEA and related strategies, policies, rules and regulations.
- Knowledge of the UN system and architecture.
- Knowledge of mainstreaming best practices and partnership models to ensure coordination of the same across a diversified range of actors.
- Ability to work with and maintain strict confidentiality, when necessary.

Languages:

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

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 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.

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/20241002170400/BRFTI5QzZxfPiyUMXEJ03Hlck>

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: 2 October 2024 to: 16 October 2024