Position Title	:	**Head of Unit (Migration Data and Research Unit)**
Duty Station	:	**Bangkok, Thailand**
Classification	:	**Professional Staff, Grade P3**
Type of Appointment	:	**Fixed term, one year with possibility of extension**
Estimated Start Date	:	**As soon as possible**
Closing Date	:	**09 November 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

Context:

The International Organization for Migration (IOM) Thailand Country Office (CO) is committed to evidence-based response and continually seeks to enhance the availability of information about voluntary and forced migration. The demand for migration and displacement research and studies is increasing and contributes to show the complexity and diversity of mobility in Thailand and the sub-region. The IOM Thailand Migration Data and Research Unit (MDRU) aims to harmonize data and research initiatives within the CO, as well as strengthen linkages to external partners (National Statistics Office (NSO), academic institutions, UN and NGO partners, etc.).

The MDRU will contribute to the objectives of the IOM Migration Data Strategy: 1. Strengthen evidence base on migration; 2. Develop capacity of States to enhance migration evidence base; 3. Ensure evidence-based IOM and UN system-wide programming. Under the framework of the Asia Regional Migration Program (Asia RMP) and other programs, IOM has been implementing data collection activities in Thailand and neighbouring countries, to develop a better

understanding of regional human mobility patterns and of the vulnerabilities of migrant populations in Southeast Asia. IOM has also worked actively to share key findings with government and non-government counterparts, through regular dissemination of reports and data products at workshops, briefings and webinars. Through its various units, the CO has further been engaging in a wide range of data collection and research in different thematic areas, including labour migration, displacement, migrant protection, counter trafficking and migrant health. Migration data is also collected by a range of partners. Moving forward, the CO aims to better integrate the various data initiatives within IOM Thailand, and to increase synergies with other data actors, to provide a more holistic understanding of the migration dynamics in Thailand and the wider region under the umbrella of the DRU.

Under the direct supervision of IOM Thailand's Chief of Mission (CoM), and in close collaboration with the respective Heads of Units in the CO, as well as the Head of the Regional Data Hub (RDH) for Asia and the Pacific, the Head of Unit (Migration Data and Research Unit) will oversee all research-related activities within the CO for Thailand, and manage the implementation of Displacement Tracking Matrix (DTM) projects and interventions within the CO for Thailand and under the Asia RMP. The successful candidate will also be responsible for the implementation of activities that aim to build government capacity in the management and use of migration data, and for the coordination of joint research activities between IOM and partners.

Core Functions / Responsibilities:

1. Provide strategic, technical, and operational inputs, as well as coordination and support for the design, development and implementation of IOM Thailand's data and research initiatives.

2. Identify synergies between the research initiatives of different thematic units and encourage and contribute to cross-cutting analysis for a holistic understanding of the situation, vulnerabilities and needs of migrants.

3. Support capacity building on good research practice and responsible data collection and use. Provide guidance to the different thematic units in the planning of research interventions, development of survey and assessment tools, and analysis of data.

4. In coordination with the RDH, review and endorse research outputs prior to their publication.

5. Strengthen IOM's engagement with the NSO, other government counterparts and UN partners, aiming to increase capacity to manage, analyze and use migration data.

6. In coordination with Programme Support Unit staff, contribute to the development of resource mobilization efforts for IOM research activities by developing concept notes and project proposals in response to data needs identified by regional, national and local counterparts.

7. In coordination with Communications colleagues, ensure production and strategic dissemination of communication materials to document relevant activities, achievements and impacts in the form of Press Briefing Notes, social media updates, website content and other material as relevant.

8. Act as Coordinator for the implementation, coordination, and monitoring of all interventions and projects under DTM, ensuring compliance of financial, administrative, and technical aspects, in accordance with IOM policies and standards, as well as donor requirements, and in coordination with relevant IOM units, including the RO.

9. Oversee the improvement of existing and establishment of ongoing DTM mechanisms, tools and methods, including mobility tracking, flow monitoring, needs assessment, and other information gathering and monitoring systems.

10. Oversee the recruitment, training, and direct supervision of DTM staff.

11. Ensure the provision of timely, accurate, standardized, and adequate information (including DTM reports, factsheets, etc.) to all relevant stakeholders regarding mobility trends, conditions in migrant-hosting areas, as well as the situation of vulnerable groups.

12. Ensure that DTM activities are aligned with the needs of other IOM units and partners, including through regular consultations and feedback cycles.

13. Liaise with IOM colleagues (DTM and other thematic units, as applicable) at a regional/global level to support dissemination of information, contribute to internal and external communication materials, ensure complementarity and compatibility of activities, feed into relevant regional or global reporting, and support global DTM and research development initiatives, including through identification of best practices, new approaches and technologies.

14. Ensure the integration of gender perspectives and attention to specific needs of vulnerable populations, such as pregnant women, persons with disabilities, older persons, children, as well as other highly vulnerable groups within data collection and research activities, including through mainstreaming of Prevention of Sexual Exploitation and Abuse into data collection operations.

15. Ensure strict adherence to IOM's data protection principles across all programming interventions and build capacity of DTM staff, enumerators and research partners in the field of data protection.

16. Undertake duty travel as requested to monitor, support and resolve issues related to data collection and research activities across Thailand and other relevant Program countries.

17. Represent IOM and participate in national fora on migration and mobility when requested to support improved coordination on data and evidence for policy and guidance at the regional level.

18. When requested, work with the RDH to develop tailored data and evidence analysis on specific issues to support IOM and its partners' policy analysis objectives.

19. Perform such other duties that may be assigned.

Required Qualifications and Experience:

Education

• Master's degree from an accredited academic institution, preferably in Data Science, Political or Social Sciences, Development Studies, International Relations or Law with a minimum of five years of relevant professional experience; or
• University degree in the above fields with seven years of relevant professional experience.

Experience

• Demonstrated experience in project implementation, data collection and analysis, and/or information management activities, preferably with an international or intergovernmental organization working on issues related to migrants and vulnerable populations;
• Experience and understanding of the migration context in Southeast Asia;
• Demonstrated experience and understanding of displacement tracking tools and methodologies.
• Experience in supervising and managing large teams;
• Experience in organizing and delivering workshops, trainings, webinars and briefings; and,

• Experience in working with national and/or local government counterparts in the field of migration data will be considered an advantage.

Skills

• Knowledge of and experience with monitoring and evaluation processes;
•Familiarity with IOM's DTM is required;
• Excellent writing, communication and negotiation skills;
• Computer literate;
• Familiarity with Kobo, InDesign, Adobe Illustrator, R (or similar analysis software) will all be considered an advantage;
• Excellent analytical abilities and demonstrated capacity to draft and edit reports;
• Knowledge of budgeting and planning;
• Strong interpersonal skills and ability to maintain trust and good working relationships with counterparts;
• Capacity for creative thinking;
• Team-oriented, but with capacity to work independently and with minimal supervision;
• Personal commitment, efficiency, and flexibility; and,
• Strong organizational and time management skills, and ability to deliver under tight timelines;

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of Thai, Khmer, Myanmar, Lao and/or Vietnamese is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

[1] Accredited Universities are the ones listed in the UNESCO World Higher Education Database (https://whed.net/home.php).

Required 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.
• **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's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 09 November 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 27.10.2023 to 09.11.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.