

Position Title : **International Migration Law Specialist**
Duty Station : **Geneva, Switzerland**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **28 December 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); Latvia; 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 Migration Law Unit of the Department of Policy and Research is the institutional focal point for promoting awareness and understanding of international migration law and standards applicable to migrants and migration. A key objective of the Unit is to encourage the dissemination and understanding both within IOM and among IOM counterparts of the international legal standards that govern migration and protect the rights of individuals involved in migration. This objective is reached inter alia through the established and constantly developing training on International Migration Law. IML Unit contributes to the objective of the Department of Policy and Research and promotes migration governance through policy and legislation that is more effective and consistent with international standards. The Unit assists governments in developing and implementing migration legislation, policies and procedures consistent with applicable international and regional frameworks and promotes a rights-based approach to policy and programming. The Unit provides guidance, expert advice and technical support to IOM country and regional offices, as well as to HQ, on issues and projects linked to

international migration law. Moreover, the Unit is responsible for promoting the Organization's compliance with human rights standards in its activities and the implementation of a rights-based approach to programming in line with and contributing to IOM priorities. It also represents IOM in forums dedicated to monitoring and implementation of international law and cooperates with the United Nations treaty monitoring bodies, other United Nations agencies, mandates and academia, among others.

Under the direct supervision of the Head, International Migration Law Unit in IOM HQ and, in collaboration with relevant divisions and units at Headquarters, the International Migration Law Specialist will be responsible for the implementation of the tasks mentioned below.

Core Functions / Responsibilities:

1. Contribute to and support all IML Unit's workflows particularly through IML research, publications, knowledge management, including IML Community of Practice and Database.
2. Support with the review of national legislation on migration-related matters and advise governments on how to develop their migration legislation and/or improve compliance with international law standards.
3. Support with expert advice and guidance to Headquarters and to IOM Country and Regional Offices in the field of IML, including the support and lead as required of relevant internal and external taskforces, coordination groups and platforms in the field of migrants' rights and migration.
4. Coordinate support to the IOM Offices in the planning, development and implementation of programs and initiatives with IML components. Provide advice on rights-based approach to migration programming.
5. Liaise and collaborate on migration law issues with relevant experts in the United Nations system and with other international and regional organizations as well as human rights mechanisms.
6. Assist in reviewing and providing legal comments on reports, articles, policy documents, presentations and other tools from other departments within the organization as well as governments, international organizations, civil society actors and academia.
7. Support the design and the development of training modules and learning tools as well as conduct capacity building, training and awareness-raising initiatives on IML, targeting both external Governmental counterparts and stakeholders and IOM staff.
8. Support the development and publication of articles, chapters, information notes, reports and any other IML publication to contribute to the dissemination and understanding of IML and strengthen the Organization's expertise on this matter.
9. Represent the Organization at expert level in meetings, conferences and seminars with governments and other stakeholders and deliver presentations. Participate in inter-agency working groups on behalf of IOM.
10. Perform such other duties that may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Law from an accredited academic institution with two years of relevant professional experience; or,
- University degree in the above field with four years of relevant professional experience.

Experience

- Good understanding of migration-related matters;
- Excellent understanding of International Migration Law and its sources;
- Proven experience in development and implementation of international migration law related projects;
- Experience in review of migration related laws on national and / or regional levels, provision of legal advice to government partners;
- Experience in development and conduct of IML training and capacity development initiatives;
- Experience in migration law related research and publications management or development;
- Proven experience in managing digital resources, development of e-learning courses, podcasts, reading and visual materials; and,
- Experience in working in international organizations and/or in international settings is an advantage.

Skills

- Good teamwork, flexibility and adaptability skills;
- Advanced English language writing, communication and analytical skills;
- Good trainers' and presentation skills;
- Ability to present complex legal concepts in clear and concise manner; and,
- Ability to manage challenging audience, knowledge of politically sensitive legal matters, ability to address and explain them in clear manner in line with organization and international law position.

Languages

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English is required (oral and written). Working knowledge of another official UN language (Arabic, Chinese, French, Russian, and Spanish) 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.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and background verification 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 28 December 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 15.12.2023 to 28.12.2023

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.

Requisition: VN 2023 580 International Migration Law Specialist (P2) Geneva, Switzerland (58548064)

Released

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