

Position Title : **Regional Director**  
Duty Station : **Multiple Duty Stations**  
Classification : **Professional Staff, Grade D2**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **22 February 2024**

*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](http://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. External female candidates:
3. Candidate 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 of IOM and female candidates.

### **Context:**

IOM is the leading organization in the field of migration and has a staffing complement of 20,000+ staff in more than 580 locations worldwide.

The Regional Director (RD) works under the overall supervision of the Director General and direct supervision of the Chief of Staff (COS) as well as in close coordination with relevant Departments and Divisions at Headquarters (HQ). The Regional Director is accountable for spearheading the implementation of the new Director General's vision, which foresees an enhanced role for Regional Offices in IOM, to better support IOM Country Offices in delivering on the Organization's people-centred approach in line with the 2024 - 2028 Strategic Plan. This includes creating a new Regional Office Structure through the appointment of Deputy Regional Directors for Operations in 2024, and Deputy Regional Directors for Management and Reform in

2025 to better service Member States, beneficiaries, and Country Office operations. The empowered Regional Director is tasked and accountable for overseeing IOM's programme cycle including emergencies, engaging in effective advocacy of IOM's mission, building strong relationships and partnership, and implementing PSEAH and gender and diversity throughout their Region, and for staff security in their country of service. The Regional Director is responsible for providing leadership and policy direction, for effective programme implementation and knowledge sharing, and good financial management under their assigned Area of Responsibility (AOR). In addition, the Regional Director champions good stewardship of human, financial and physical resources.

The Regional Director advises and provides support and assistance to the Director General and Deputy Directors General on matters relating to global policy formulation and implementation under the broad policy guidelines. In addition, the Regional Director represents the Director General vis-a-vis institutions of a regional character within and outside the United Nations system.

## ***Core Functions / Responsibilities:***

### **Strategy and Vision**

1. Lead and coordinate the Regional Strategy within the AOR.
2. Ensure the implementation of IOM's Strategic Plan within the AOR by spearheading strategic planning; results orientation and operational excellence; support country offices in project development and implementation in coordination with other impacted Regional Offices, Special Liaison Offices and HQ within the overall regional framework, the IOM constitution, and other Council Resolutions.
3. Provide strategic guidance and represent IOM in regional and international processes and dialogues on migration as relevant.

### **Advocacy and Programmatic Leadership**

4. Lead advocacy efforts in the Region.
5. Conduct regular field visits and create relationships with regional and local authorities, as relevant, representing IOM at events and meetings and engaging with the media to build IOM's visibility.
6. In accordance with functional guidance provided by the Deputy Director General for Operations, provide authoritative guidance to Country Offices (COs) and regional initiatives with regards to programming.
7. Keep abreast of migration issues and emerging trends within the Region with the support of the Deputy Regional Director for Operations.
8. Directly supervise and provide authoritative guidance to the Chief of Missions (CoMs) and Heads of Offices (HoOs) and monitor the effectiveness and efficiency of their programme plans and implementation, monitoring programme activities throughout their AOR.
9. Advocate for and promote risk management plans aligned with IOM's framework and policy by ensuring that risks to the COs objectives are regularly assessed, with priority risks identified and risk mitigation plans are in place and embedded in the CO's activity plans.

### **Emergency Management and Leadership**

10. As directed by the Director General and in coordination with the Deputy Director General for

Operations, play an essential management and operational role in emergencies that may occur in the Region in line with standard operating procedures and related operational guidance. Coordinate as appropriate with relevant Departments in HQ and other Regional Offices that may be affected.

### **Political leadership**

11. Keep abreast of migration related dynamics within the Region and beyond as they may affect political developments within the AOR and provide political leadership and analysis of migration related dynamics to the Region to position IOM within the regional and country contexts.

### **Financial and fiduciary oversight and management**

12. In accordance with functional guidance provided by the Deputy Director General for Management and Reform, champion good stewardship of human, financial and physical resources in accordance with the IOM's rules and procedures, including the implementation of staff welfare measures and internal controls aimed at preventing fraud and mismanagement in all activities throughout the AOR.

13. Exercise good financial management to ensure appropriate and timely reporting to donors, and high-quality briefings and background information requested by HQ, Governments, and other entities.

14. Monitor the delivery of training and guidance to CoMs/HoOs within the Region and ensuring full compliance with IOM's mandatory training requirements.

15. Ensure implementation of IOM's HR policies on gender and diversity in the Region.

### **Knowledge management**

16. Facilitate knowledge generation and management through the identification of best practices and lessons learned to ensure more comprehensive and efficient delivery.

17. Coordinate CO's intra-programmatic knowledge products development and knowledge service delivery and contribute to UN interagency knowledge management platforms as relevant.

18. Facilitate learning through the organization of competency advancement training initiatives.

### **UN inter-agency engagement**

19. Closely coordinate with HQ, Member States, regional bodies, the UN, and other relevant stakeholders, ensuring IOM policies are appropriately reflected in regional, inter-regional and country-level priority setting and securing IOM's involvement in migration policy discussions at regional and interregional level.

20. Ensure IOM's continued adherence to and implementation of the Management and Accountability Framework (MAF) at the regional and country levels, consulting closely with Resident Coordinators in the respective regions as relevant, in line with the requirements of the MAF and Quadrennial Comprehensive Policy Review (QCPR).

21. Ensure the active participation of Chiefs of Mission and Heads of Office in the UN Country Teams (UNCTs), holding them accountable for their contribution to the Cooperation Framework, UNCT joint results and UN-led business innovations. Ensure the proactive coordination of the UN Network on Migration and support the Chiefs of Mission/ Heads of Office in their advocacy efforts to include all relevant migration-related issues in the Common Country Analysis (CCA) and United Nations Sustainable Development Cooperation Framework (UNSDCF).

22. Actively pursue opportunities for joint programming, where relevant to IOM's role within the UNSDCF, IOM's Regional Strategy and the IOM Strategic Plan.

23. Ensure IOM's active participation and fulfilment of reporting obligations in regional-level coordination mechanisms.

24. Direct and support appropriate and effective country portfolios in line with IOM's Strategic Plan and Strategic Results Framework (SRF), as well as the CCA and the UNSDCF, and as applicable regional or interregional frameworks. Ensure accuracy of results reporting and recommend process improvements including the systematization and transfer of capacities and experiences in support of IOM's global knowledge management. This includes incorporating lessons learned into the next planning cycle.

### **Representation, strategic partnerships, and fundraising**

25. Develop partnerships within and beyond the Regional Director Group and Regional UN initiatives/representations and promote liaison with governmental authorities and diplomatic missions, international organizations, non-governmental organizations (NGOs), civil society, the private sector, and public media in the country, particularly with a view to identify migration-related areas for developing common activities/ projects in a complementary manner.

26. Support and actively engage in regional and international processes and dialogues on migration while ensuring the participation of government officials, as relevant in these initiatives.

27. Identify needs and priorities for cooperation and project development and support fundraising efforts in the region.

28. Support COs and when relevant HQ Departments in the preparation and implementation of high-level meetings, with a view to ensuring high level participation of the Government.

29. Represent IOM at national and international conferences, events, and meetings.

30. Develop public relations and media activities to promote IOM's image and programmes.

### **Staff Security and Security**

31. Ensure that safety and security management of IOM personnel, facilities and assets are addressed, in coordination with the Regional Field Security Officer and that safety/security oversight in the Region is provided. Ensure establishment and regular maintenance of Business Continuity Plans (BCP) and risk mitigation and management mechanisms are in place.

### **Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH)**

32. Lead the PSEAH Strategy for IOM within the Region, ensuring that PSEAH is mainstreamed in all operations and programming and is a part of the organizational culture, including but not limited to, PSEAH awareness raising and training for staff and partners, safe and accessible complaints and referral mechanisms exist within programming and within the office environment, and policies on the reporting of sexual and other types of misconduct are followed.

33. Perform any other duties that may be assigned.

### ***Required Qualifications and Experience:***

#### **Education**

Master's degree in Political or Social Science, International Relations, Business Administration, or a related field from an accredited academic institution with fifteen years of relevant

professional experience.

## Experience

- Extensive experience in general management as well as project and resources management;
- Extensive experience in diplomacy, fundraising and public relations, as well as in liaising with governmental and diplomatic authorities and international institutions;
- Extensive experience leading strategic implementation processes in diverse regions;
- Demonstrated experience developing and managing high-performing diverse teams;
- Significant experience in delivering large and diverse programmes in complex settings in a range of migration programming, both in the context of emergency and development programming; and,
- Significant experience in managing crises and emergencies.

## Skills

- Excellent communications skills, both oral and written; Ability to prepare and deliver speeches on various activities of the Organization;
- Excellent liaison and negotiation skills;
- In depth knowledge of the broad range of migration related subject areas dealt with by the Organization;
- Knowledge of UN and bilateral donor programming;
- Knowledge of Monitoring and Evaluation procedures and Frameworks;
- Effective resources management skills, sound knowledge of financial and business administration and of the principles and practices of management;
- Ability to deliver during crisis response; and,
- Good level of computer literacy.

## 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). In addition, depending on the region of assignment considered, at least a working knowledge of either French, Spanish or Arabic may be required.

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

## Notes

<sup>1</sup> 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 3

- **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 3

- **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](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 22 February 2024 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](http://www.iom.int/recruitment)

***Posting period:***

From 09.02.2024 to 22.02.2024

***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 2024 85 Regional Director (D2) Multiple Duty Stations (58654570) Released

Posting: Posting NC58654571 (58654571) Released