

Position Title : **Gender Specialist**
Duty Station : **Kabul, Afghanistan**
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 : **18 April 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.

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; Sao Tome and Principe; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

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

Context:

Under the overall supervision of the Chief of Mission, and the direct supervision of the Safeguarding Coordinator, in close coordination with the Programmes and Operations team and in particular the Protection unit and the Community Engagement and Accountability Unit, the Gender Specialist will be responsible for ensuring the integration of gender equality, intersectionality and the empowerment of women in a sensitive and responsive manner into all aspects of IOM's program planning, implementation and monitoring, including as part of IOM responsibility as the ESNFI cluster co-lead agency, following the principle of safety, dignity and do no harm in the delivery of humanitarian and basic human needs assistance.

Core Functions / Responsibilities:

1. Provide gender mainstreaming support across all of IOMs programme units, to ensure that the IOMs programme and staff integrate gender considerations and analysis for all affected populations especially those with disabilities, elderly, children, and other marginalized groups while prioritizing safety, dignity of affected population and avoiding causing harm ensuring their meaningful access, accountability, and empowerment.
2. Support IOM in its capacity as co-lead of the ESNFI cluster through provision of expert technical advice and support the cluster effort to mainstream gender considerations in the humanitarian response, in coordination with the GiHA network.
3. Lead efforts to identify strategic and creative approaches to address gender issues and promote gender-inclusive analysis in all IOM programming including with partners.
4. Assess and build the capacity of persons employed by IOM, implementing partners, service providers, and other key institutional stakeholders, including the ESNFI cluster partners, on gender mainstreaming including through development of case studies and guidelines, field-visits, and training.
5. Design culturally appropriate training materials and tools and implement capacity building initiatives on gender, GBV and intersectionality targeting IOM staff, ESNFI Cluster members and key partners in country. Ensure linkages and alignments with IOM's institutional framework on GBV in crisis, Gender policy and IASC guidelines.
6. Conduct gender analysis, identify and monitor gender mainstreaming gaps in the Mission, flag the challenges to senior management in a timely manner and develop gender briefs, technical tools to support safe programming across the Afghanistan Mission; this may include guidelines and toolkits around gender analysis, women empowerment initiatives, data protection, referral pathways, and safeguarding.
7. In coordination with the GIHA network provide the ESNFI cluster with dedicated support to ensure gender considerations are integrated in the strategic plans for the cluster, inclusive of shelter assessments and targeting, shelter design and program roll out.
8. Ensure that documentation and sharing of experiences, good practices and lessons learned on gender mainstreaming are brought to the attention of Mission colleagues as well as GIHA network, ESNFI cluster leadership, and support with drafting and dissemination as needed.
9. In collaboration with Community Engagement & Accountability unit, support the establishment of Mission's Accountability to Affected Population (AAP) strategic framework; strengthen community-based complaints mechanism, and support in AAP capacity building initiatives in coordination with MEAL Unit and the Community Engagement and Accountability Unit.
10. Represent IOM at, and support, relevant inter-agency coordination mechanism as necessary. This may include, but not limited to GIHA, Protection cluster and its sub-clusters, as the Gender advisor to the ESNFI cluster and others.
11. Conduct field monitoring visits, evaluations, as needed.
12. Support communication with partners, donors and other stakeholders on gender and protection mainstreaming especially on accountability to affected population.
13. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Law, Political Sciences, Social Sciences or Gender from an accredited academic institution with five years of relevant professional experience; or,
- University degree in the above fields with seven years of relevant professional experience.

Experience

- Demonstrated extensive experience in direct implementation of gender mainstreaming, women empowerment and integration of intersectionality considerations in contexts of conflict, crisis, migration, internal displacement and/or refugee assistance and protection;
- Experience in developing and implementing strategies on gender mainstreaming and prevention of GBV in humanitarian responses, transition and recovery, and/or complex crisis;
- Experience in working within the cluster system, humanitarian programming frameworks and inter-agency coordination;
- Professional experience should include fieldwork in multiple duty stations; and previous experience in the region is an advantage; and,
- Demonstrated expertise on Gender in humanitarian action and related thematic areas and prior experience on GBV or Gender mainstreaming activities and portfolios an advantage.

Skills

- Protection analysis, reporting and writing skills;
- Understanding of complex social-political environments;
- Knowledge of the Afghan conflict and return/displacement dynamics and the impact on the affected population;
- Knowledge of the humanitarian architecture, especially in relation to gender equality (focus on internal displacement, child protection, gender-based violence, etc.);
- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives;
- Excellent report writing skills as well as managerial & organizational skills;
- Proven expertise in project development and management with knowledge of IOM financial rules and regulations;
- Advanced level of computer literacy; and,
- Ability to work under pressure in difficult conditions while maintaining security awareness.

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), Dari and Pashto 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 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 18 April 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

Posting period:

From 05.04.2024 to 18.04.2024

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 209 Gender Specialist (P3) Kabul, Afghanistan (58770969) Released

Posting: Posting NC58770970 (58770970) Released