

Position Title : **Intern - Disability Inclusion**

Duty Station : **Warsaw, Poland**

Classification : **Intern, Grade Other**

Type of Appointment : **Internship, six months with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **31 May 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.*

### **Context:**

### **Background Information**

The internship is in the Emergency Unit, which coordinates the areas of Basic Needs, Mental Health and Psychosocial Support, Health, Labour Market and Social Inclusion, Protection, and Data and Research, under the overall supervision of the Senior Program Coordinator.

As the leading international organization for migration, IOM acts with its partners in the international community to: assist in meeting the growing operational challenges of migration management; advance understanding of migration issues; encourage social and economic development through migration, and; uphold the human dignity and well-being of migrants. IOM has been active in Poland since 2002 under an agreement with the Polish government and conducts various migration programs, including activities supporting the integration of male and female migrants into Polish society. IOM in Poland implements projects aimed at the private sector to promote ethical recruitment, respect for the rights of migrants and migrant women as well as the elimination of forced labour from value chains and the prevention of human trafficking.

### **Supervision**

Under the overall supervision of the Senior Program Coordinator and direct supervision of the Program Coordinator – Emergency Operations, the Intern (Disability Inclusion) will support the Emergency Unit in the further development of IOM Poland's disability inclusion portfolio including the organization of trainings and learning opportunities in key cross-cutting areas.

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

1. In close coordination with the Programme Coordinator (Emergency Operations) conduct a comprehensive analysis on disability inclusion across technical units, actively engaging in tool design, data collection, and analysis.
2. Propose short-, medium- and longer-term recommendations and – where relevant - support with facilitation and implementation of disability-inclusion activities.
3. Assist in managing and disseminating information and knowledge concerning disability inclusion best practices and initiatives within the mission, including on disability inclusive data

collection practices.

4. Through guided instructions, aid in enhancing the capacity of IOM Poland staff and partners through active involvement in organizing and supporting the facilitation of webinars and training sessions.

5. Contribute to the development of practical guidance notes addressing identified needs from the situational analysis, likely including guidelines for effectively engaging with persons with disabilities, conducting accessibility audits, and capturing human interest stories.

6. Support the mapping of relevant national organizations of persons with disabilities (OPDs) and social services providing services to refugees with disabilities.

7. Support the development a disability inclusion action plan/roadmap tailored to the mission's objectives and context.

8. Perform such other duties as may be assigned.

### **Training Components and Learning Elements**

- Be exposed to the activities of IOM in the duty station.
- Gain understanding about the IOM and the UN System and its processes.
- Learn technical skills described in this Post Description.
- Be able to prove their dedication, skills, and capacity to work in an international setting as part of a diverse and international team.

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

#### **Education**

- Master's degree in Evaluation, Economics, Accountancy, Business Administration, Development Studies, International Affairs, or a related field from an accredited academic institution; or
- University degree in the above fields.

#### **Experience**

- Experience in proactive engagement in fostering inclusion;
- Experience in conducting assessments, designing tools, collecting data, and analysing findings;
- Experience in managing and disseminating information effectively; and,
- Experience in organizing webinars, trainings and workshops focused on cross-cutting themes.

#### **Skills**

- In-depth understanding of disability inclusion principles, relevant regulations, and key stakeholders in Poland;
- Computer literacy, especially data collection tools and strong Excel knowledge;
- Strong organizational skills;
- Ability to timely understand the Organization's structure and portfolios;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;
- Proven ability to produce quality work accurately and concisely according to set deadlines; and,
- Ability to multi-task, prioritize and work independently.

## 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 and Polish are required (oral and written). Working knowledge of Ukrainian and 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.

## Note

### Eligibility and Selection

This internship opportunity is part of IOM's Diversity and Inclusion Internship Program 2024. **The selected candidate for this internship position will work in the IOM Office in Warsaw, Poland.**

If you encounter technical difficulties while completing your application and cannot submit it, please reach out to us at [DEI-DHR@iom.int](mailto:DEI-DHR@iom.int)

This post is subject to local recruitment. Only those holding a valid residence and work permit for the country where this position is based will be eligible for consideration. **An additional main condition is that the applicant identifies as a person with a disability.**

Interns will receive a monthly stipend.

IOM strongly encourages applications from women, LGBTI+ individuals, persons belonging to indigenous or tribal peoples, or ethnic minorities. We strongly suggest you mention in your application your belonging to any of the aforementioned groups. All information will be treated confidentially.

If you would like to explore all vacancies that are part of the 'Diversity and Inclusion Internship Program 2024', please go to: <https://www.iom.int/diversityinternships>

In general, the Internship Programme aims at attracting talented students and graduates who:

- a) have a specific interest in, or whose studies have covered, areas relevant to IOM programmes and activities;
- b) are holding a scholarship for internship placements in international organizations and/or for whom internship is required to complete their studies; or
- c) are sponsored by governmental/non governmental institutions and/or academia to work in specific areas relevant to both IOM and the sponsor.
- d) are either enrolled in the final academic year of a first university degree programme (minimum Bachelor's level or equivalent) or have graduated in the last 12 months.
- e) are at least 20 years old.

- Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted.
- Depending on experience and location, IOM provides a small monthly stipend to help offset costs.
- This internship programme will be supporting the IOM Mission in Warsaw, Poland. .

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

## ***Required Competencies:***

The successful candidate is expected to demonstrate the following values and competencies:

### **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

- **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'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:***

The appointment is subject to funding confirmation.

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.

No late applications will be accepted.

### ***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 31 May 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 10.05.2024 to 31.05.2024

***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: INT 2024 09 Intern - Disability Inclusion - Warsaw, Poland (58837956) Released

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