

Position Title : **Policy & Research Project Officer (LMI)**
Duty Station : **IOM Libya in Tunis, Tunisia**
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 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.

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; 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; Samoa; 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:

Labour Mobility and Social Inclusion (LMI) programming at IOM Libya contributes to capacity enhancement in labour migration governance by offering policy and technical guidance, supporting the development of strategies and administrative structures as well as system strengthening for efficient and transparent labour migration flows.

Under the overall supervision of the Deputy Chief of Mission (DCoM) and the direct supervision of the Programme Manager (Labour Mobility and Human Dev), the Policy & Research Project Officer (LMI) will coordinate policy and research components, including capacity-building and development of thematic reports related to labour migration governance in Libya.

Core Functions / Responsibilities:

1. Act as a technical focal point for policy initiatives within the LMI Unit with emphasis on tool development related management of foreign labour force in Libya, social protection for migrant workers, and legal pathways.
2. Supervise and coordinate technical and project administration aspects related to the delivery of the Labour Migration Governance Training programme directed to Libyan public stakeholders, Civil Society Organization and other relevant authorities.
3. Draft various materials (e.g., Term of Reference (TORs); background papers; reports) before and after policy meetings with Libyan counterparts, and participate in stakeholder engagements to help sensitize on key labour migration policy directions.
4. Work to further develop LMI Unit engagement with various universities in Libya, including assessing and recommending possibilities for the development of joint-work on migration studies and capacity building initiatives.
5. Contribute to research and provide support in managing consultancies for ongoing initiatives including labour market assessments and feasibility studies on thematic areas within labour migration portfolio.
6. Conduct technical review of research initiatives in the unit, including drafting inputs for the development of methodologies, conducting research and coordinating technical review of the research and/or policy paper, in close collaboration with relevant Units, such as Displacement Tracking Matrix (DTM) and Programme Development & Support Unit (PDSU).
7. Prepare policy and action suggestions based on research and analytics, including drafting inputs for the development of policy briefs and background papers.
8. Support the LMI Programme Manager with facilitation of negotiations between Libya and Countries of Origin on strengthening legal pathway initiatives to facilitate safe, orderly and regular migration and the provision of legal and policy advice wherever applicable.
9. Keep abreast of labour market and migration trends within Libya and neighboring countries as well as key countries of origin to contribute to the development of a labour migration strategy for Libya and to propose new IOM interventions and project development.
10. Participate in project reporting according to internal and donor requirements and ensure that project data and information is archived and shared appropriately.
11. Supervise project support staff, prepare inputs for performance evaluations and assist in the resolution of team conflicts.
12. Undertake duty travel relating to project activities, monitoring and liaison with counterparts.
13. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's Degree in Labour Law, Human Rights, International Relations, Social Sciences or a related field from an accredited academic institution with two years of relevant professional experience; or,
- University degree in the above fields with four years of relevant professional experience.

Experience

- Experience in the development, planning and/or implementation of programmes/projects.
- Experience in developing, organizing and/or facilitating trainings in the thematic areas relevant to the LMI portfolio, inter alia negotiation and implementation of bilateral labour agreements and ethical recruitment, is required.
- Experience in project development, management, support, monitoring and/or evaluation in the international development/ humanitarian sector is required.
- Experience in implementing and managing regional projects an advantage.
- Experience working in a multi-stakeholder environments or experience working with governments an advantage.
- Experience working in LMI programming an advantage.
- Experience in working in emergency settings an advantage.
- Experience in technical legal research.
- Experience in research particularly in labour mobility and human rights an advantage.

Skills

- Legal expertise in drafting and negotiating agreements in the international development/ humanitarian sector including coordination of internal procedures of International Organizations required.

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 Arabic and/or working knowledge of another official UN language (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.

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 28 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

Posting period:

From 15.05.2024 to 28.05.2024

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: VN 2024 291 Policy & Research Project Officer (LMI) (P2) IOM Libya in Tunis, Tunisia (58850934) Released

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