

Position Title : **Programme Officer (Return and Reintegration)**  
Duty Station : **Dakar, Senegal**  
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 : **06 August 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. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Barbados; Cabo Verde; Comoros; Congo (the); Cook Islands; 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; Samoa; Sao Tome and Principe; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

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

### **Context:**

Migrants face extreme risks along the Atlantic/Western and Central Mediterranean Migration Routes. Crossing the Mediterranean is by far the deadliest route, with over 28,547 missing migrants recorded since 2014, in addition to those who perish along the desert. Migrants also face other significant protection risks, including violence, exploitation, and abuse at the hands of smugglers, traffickers, and others. Conflicts along these migratory routes (e.g., Southern Libya and Northern Mali) compound these risks.

To meet these challenges IOM, with support from the European Union (EU), launched the Migrant Protection, Return and Reintegration Programme for Sub-Saharan Africa (MPRR-SSA) in 2022 in 16 countries (Burkina Faso, Cameroon, Chad, Côte d'Ivoire, Ethiopia, the Gambia, Ghana, Guinea, Mali, Mauritania, Niger, Nigeria, Senegal, Sierra Leone, Sudan, and Somalia).

The programme aims, through a rights-based approach, to provide protection and assistance

along the migratory routes, provide voluntary return to countries of origin and sustainable reintegration support for migrants in Sub-Saharan Africa. Building upon the experience and lessons learned under the EU-IOM Joint Initiative for Migrant Protection and Reintegration and its Individual Measure, the MPRR-SSA programme follows a route-based, protection-centred approach to support migrants in situations of vulnerability along the Atlantic/Western and Central Mediterranean Migration Routes in Sub-Saharan Africa with assistance, including vulnerability assessments, assisted voluntary return, and individual reintegration support. Individual reintegration assistance focuses on providing timely and tailored support to address potential situations of vulnerability and individual needs in the short- to mid-term, along economic, social, and psychosocial dimensions.

To guarantee ownership and sustainability, the MPRR-SSA ensures continuity of care and aims at preventing protection gaps by optimizing stakeholders' engagement and active participation. It relies on the structures established or reinforced with the support of the EU-IOM Joint Initiative such as technical working groups and national referral mechanisms, under the leadership of government counterparts.

The programme also leverages a whole-of-government and whole-of-society approach to not only cater for returnees' needs, but also consider the potential contributions of reintegration to sustainable development and vice-versa. The programme interventions play a crucial role in enhancing overall migration governance and tackling social, psychosocial, and economic obstacles in key areas of return. By doing so, the MPRR-SSA contributes significantly to the attainment of national development objectives and the Sustainable Development Goals.

Under the overall supervision of the Senior Regional Coordinator and the direct supervision of the Regional Programme Coordinator, and in close coordination with the MPRR Return and Reintegration Officer at IOM Headquarters, the Programme Officer (Return and Reintegration) will be responsible for the oversight and coordination of the Return and Reintegration activities of the Migrant Protection, Return and Reintegration Programme for Sub-Saharan Africa (MPRR-SSA).

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

1. Closely monitor programme implementation and financial performance, particularly on return, reintegration and consular services, specifically aimed at increasing effectiveness and recommend corrective action as required. Participate in the core programme team meetings with the MPRR-SSA Regional Coordinators.
2. Contribute to programme adaptation, programme development and strategic orientations for the provision of return and reintegration support, through qualitative and quantitative data review and analysis, and the provision of thematic inputs.
3. Coordinate with relevant IOM departments and IOM Country Offices to support the streamlining of administrative and technical processes linked to the provision of return and reintegration assistance, in line with IOM policies and procedures, as well as donor requirements. Ensure that new institutional policies and tools are integrated in the programme as relevant.
4. Provide technical guidance to IOM Country Offices on the return and reintegration assistance of migrants in vulnerable situations, either remotely or through ad-hoc missions.
5. Provide technical inputs to support Country Offices in the adaptation and implementation of the Framework Standard Operating Procedures (SOPs) on Assisted Voluntary Return and Reintegration (AVRR), the establishment/reinforcement of national referral mechanisms and national/local coordination structures, either remotely or through ad-hoc missions, in agreement and close coordination with the MPRR-SSA Regional Coordinators.

6. Supervise staff and consultants recruited by the MPRR-SSA Central Coordination Unit (CCU) to support the implementation of return and reintegration activities, including the Technical Support & Partnerships Officer and the Senior Reintegration Assistant.
7. Support the assessment of training needs in Country Offices, coordinate the roll-out of institutional training relevant to the provision of return and reintegration assistance for IOM staff and partners (government, civil society), and facilitate capacity-building activities.
8. Promote the exchange of experience and good practices among IOM Country Offices and return and reintegration practitioners, including through the collection of best practices, the roll-out of global tools in the countries targeted by the MPRR-SSA, the organisations of meetings and webinars, inter alia.
9. Present return and reintegration activities in internal and external regional and cross-regional workshops, in agreement and close coordination with the MPRR-SSA Regional Coordinators.
10. Manage the regional consular support facility and oversee consular visits and the use of the regional capacity building funds for return and reintegration.
11. Provide thematic inputs to the the MPRR-SSA CCU Information Management teams based in the Regional Office (RO) in Dakar and HQ to support case management and reporting through MiMOSA, and the maintenance of quality data on return, post-arrival and reintegration support.
12. Closely monitor programme and migration trends, in coordination with the MPRR programme coordination team in North Africa to determine the allocation of the programme return and reintegration Flexible Response budget.
13. In coordination with the CCU Reporting Officer and Information Management team based in RO Dakar, collect and compile data, perform preliminary analysis (qualitative and quantitative) and draft sections of regional reports.
14. Review periodic regional and national reports prepared by IOM Country Offices and Third-Party Monitor under the MPRR-SSA.
15. Support the CCU Regional Monitoring and Evaluation (M&E) Officer and the Regional Programme Coordination Officer in the monitoring and evaluation activities carried out by external actors either at country or regional level, particularly those focused on return and reintegration.
16. Provide technical inputs for the development of M&E tools relevant to return and reintegration activities, and support the Regional Coordinators and M&E Officer to follow-up with Country Offices on M&E recommendations and to foster learning.
17. Support the Regional Coordinators and M&E Officer with regular monitoring check-ins with Country Offices on work plan and programme progress, expenditures, risks, and potential site visits.
18. Coordinate the main activities foreseen by the Programme, including the coordination of return and reintegration needs with the MPRR programme in North Africa.
19. Share information with IOM Country Offices under the MPRR-SSA, as well as within the Organization, by drafting internal bulletins and periodic operational emails.
20. Incorporate important information into Senior Management Team briefings (including reports from external actors).
21. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Political or Social Sciences, Business Administration, Migration Studies, International Relations, Law or a related field 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**

- Experience in project management, implementation and project development;
- Field experience in sub-Saharan Africa is an advantage;
- Experience in return and reintegration, possibly in the framework of AVRR scheme, or experience in other relevant fields such as livelihood or protection programming; and,
- Previous experience with UN and International Agencies, international or local NGOs preferred.

### **Skills**

- Demonstrated expertise in the thematic area relevant to project development;
- Excellent written and verbal communication;
- Familiarity with budget/financial administration; proven resource management skills;
- Proven outstanding negotiating, leadership and facilitation skills; and,
- Solid knowledge of IOM's institutional settings.

### **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 French is required (oral and written). Working knowledge of Arabic or Portuguese 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**

<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 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](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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 06 August 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 24.07.2024 to 06.08.2024

***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 463 Programme Officer (Return and Reintegration) (P3) Dakar, Senegal  
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