

Position Title : **Regional Risk and Compliance Officer**
Duty Station : **Panama City, Panama**
Classification : **Professional Staff, Grade P4**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **23 December 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. External female candidates:
3. Candidate from the following non-represented member states:
Antigua and Barbuda; Barbados; Comoros; Congo (the); Cook Islands; 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; 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 of IOM and female candidates.

Context:

Under the overall supervision of the Regional Director (RD), the direct supervision of the Deputy Regional Director (Management), and the technical guidance of the Institutional Risk Division (IRD) in Headquarters (HQ), the Regional Risk and Compliance Officer provides advice and support to the implementation of institutional policy related to risk identification, management, and treatment in Country Offices (COs) across the Region. Specifically, Regional Risk and Compliance Officer provides oversight, internal control, and technical guidance to promote the integration of risk management into Regional Office (RO) and COs operations and programmes. In close collaboration with the RO, Chiefs of Mission (CoMs), and Heads of Office (HoOs), the Regional Risk and Compliance Officer monitors and strengthens assessments of reputational, fiduciary, and other types of risk as they relate to strategic planning and subsequent decision-making at both the regional and country level.

Core Functions / Responsibilities:

1. Ensure and strengthen the integration of risk management with other oversight and control processes, including compliance, internal controls, and due diligence at the regional level.
2. Lead efforts to integrate risk management into RO and COs decision making, through appropriate monitoring and oversight so that IOM is able to identify, evaluate and treat key risks supporting COs operations as well as advising the RDs, and CoMs/HoOs.
3. Advise RO and COs units on Institutional Compliance Frameworks to strengthen operational and management oversight.
4. Strengthen and monitor assessments of reputational, fiduciary, and other related risks as part of strategic planning and decision-making processes at RO and CO level.
5. Advise RO management, as well as CoMs/HoOs, on actions to be taken to enforce and strengthen accountabilities and compliance for robust, responsive, and transparent governance frameworks.
6. Support and enhance the RO and COs in fraud risk assessments, assessing allegations of fraud, root causes, with the aim to develop fraud risk treatment plans.
7. Assess and manage risks to the Regional Strategy and maintain a Risk Register at RO level, and ensure that COs in the Region also assess, record, and manage risks.
8. Keep the IRD in HQ abreast of the status of key risks within the region through regular reporting on risk and control matters, ensuring the bottom-up flow of risk-related information emanates from COs.
9. Through the escalation of prevalent risks within the RO and to IRD in HQ, trigger early warning alerts to mitigate downside effects of risks on IOM's Strategic Plan, and activate swift preventive or remedial action for risks escalated to the RO.
10. Ensure that Regional Thematic Units (RTUs) provide oversight and support to COs on the management of risks pertaining to their areas of thematic expertise, including at project level, based on IOM's Project Handbook and related guidance.
11. Support and provide substantive inputs and advice to COs, particularly smaller offices, with the drafting and development of risk treatment plans in coordination with the relevant technical and thematic units.
12. Monitor and report on the effectiveness of internal controls and risk treatment plans across the region and engage in the sharing of lessons learned from risks and performance issues with a view to continuous improvement.
13. Perform enhanced due diligence, including duty travel as needed, in high-risk settings according to contextual and operational requirements.
14. Ensure that delegated authorities within the Region are optimally managed and tracked; are aligned with accountabilities, Instructions (INs), the Delegation of Authority (DOA) Policy and approved DOA matrices; and are based on assessment of risks and opportunities, in coordination with the Change Management Division and IRD.
15. Track and advise on the implementation of oversight recommendations in the region, and build corresponding links to annual planning, reporting, and management exercises.

16. Lead RO oversight of the ERP's Governance, Risk and Compliance module overseeing CO activities.

17. Perform any other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Risk Management, Corporate Governance, Business Administration, or a related field from an accredited academic institution with at least seven years of relevant professional experience; or,
- University degree in the above or related fields with at least nine years of relevant professional experience.

Experience

- Demonstrated experience in risk management, risk mitigation, crisis management, or corporate governance;
- Experience working in non-OECD countries related to humanitarian and development programmes is highly advantageous;
- Experience working in an international, inter-governmental, or non-governmental organization, United Nations, or government; and,
- Experience in the design and implementation of capacity building or change management initiatives is advantageous.

Skills

- Ability to understand complex contexts and fast-changing migration and displacement dynamics and ability to frame them in respect to institutional, reputational, fiduciary, and other types of risk;
- Strong communication, negotiation and engagement skills, particularly in response to working with administrative heads, project managers, and management support functions;
- Demonstrated ability to effectively lead and manage a diverse team;
- Strong analytical skills combined with the ability to effectively summarize, present, and communicate findings;
- Demonstrated expertise of relevant standards and practices related to risk identification, risk management and risk treatment planning; and,
- Proven agent of change or willingness to foster a culture of learning, risk management and knowledge management.

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 Spanish and/or another official UN language (Arabic, Chinese, French, and Russian) 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

Previous applicants do not need to re-apply.

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 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

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 23 December 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 19.12.2024 to 23.12.2024

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 686 Regional Risk and Compliance Officer (P4) Panama City, Panama (59298190)
Released
Posting: Posting NC59298191 (59298191) Released