

Position Title : **Regional Data Analyst**  
Duty Station : **Bangkok, Thailand**  
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 : **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](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; 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.

### **Context:**

Under overall supervision of the Deputy Regional Director (DRD) for Operations, the direct supervision of the Regional Thematic Specialist (Data and Research), and the secondary supervision of the Chief Strategy Officer, Global Data Institute and guidance of the Chief, GMDAC, the Regional Data Analyst will focus on generating and communicating analyses and insights in support of decision-making processes. The successful candidate is responsible for leading Regional Data Hub (RDH) work on migration data analysis, focusing on migration and human mobility dynamics including mixed migration movements, drivers, trends, and characteristics across the region.

The successful candidate will work within the RDH Team to pursue its core objective to enhance, strengthen and promote the regional evidence base on migration and human mobility, including by addressing existing primary data gaps through innovation, insight generation, foresight and scenario building, and consolidating primary and secondary data and analysis

work in the region covering migration, displacement, and human mobility.

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

#### **Data Processing and Data Use:**

- Locate and define new data analysis process improvement opportunities.
- Identify appropriate data sources for analytics projects.
- Ensure accurate and reliable data centralization to support analytical work.
- Collaborate with Data Engineers and Data Scientists to improve data flows, data quality, etc.
- Coordinate the development and implementation of databases, data collection systems, data analytics and other strategies that optimize statistical efficiency and quality.

#### **Data Analysis and Reporting:**

- Conduct and coordinate regional, sub-regional, geographic and thematic analyses and reports on issues of relevance to the current human mobility and migration dynamics in the region, paying attention to routes, trends, and patterns which may necessitate additional analysis.
- Identify gaps in migration and human mobility data, specific data needs for local, national, regional, sub-regional and global policy making, and capacities of relevant actors on migration and human mobility data. Respond to queries on gaps identified by thematic experts. Coordinate the development of tools and mechanisms to complete data gaps, in close alignment with international approaches and standards and existing IOM supported global mechanisms.
- Support the analysis and validation of internal, cross border and international migration and human mobility data collected at various points along the migration journey - at departure, en-route, in destination and upon return, stranded or in need of assistance, voluntary and forced, humanitarian evacuations, support to migrants on socioeconomic inclusion and reintegration and strengthening their development contributions to societies.
- Use existing IOM data from global, regional, sub-regional and national projects and initiatives for data triangulation to enhance cross-thematic data analysis for regional and national reporting within region and to strengthen evidence-based policy formulation, national and regional humanitarian and development planning and operations. Coordinate and support cross-regional analysis where relevant.
- Coordinate and support desk reviews and carry out extensive and in-depth analysis of data-sources identified under the desk review.
- Identify, analyze, and interpret trends or patterns, using basic machine learning techniques, qualitative, visualization, narrative and statistical methods to identify relevant features and variables in structured and unstructured sources of information and data.
- Coordinate the development and implementation of various analysis, reporting and quality control capabilities.
- Provide analytical support to Country Offices in the Region as needed.

#### **Good Data Practice, Knowledge Management and Dissemination:**

- Ensure timely preparation and generation of information products.

- Adhere to IOM data protection, governance, and security standards.
- Consider ethical data collection, use, sharing, and dissemination.
- Participate in working groups and provide strategic input on behalf of IOM.

### **Cross-Cutting Issues:**

- Evaluate new applications related to information systems, to new technologies and processes to manage information in response to RDH needs.
- Ensure the integration of disaggregated data analysis to inform gender-responsive programming including for specific needs of people such as pregnant women, persons with disabilities, the elderly, children as well as other highly vulnerable groups within all emergency and transition activities.
- Perform other duties as may be assigned.

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

#### **Education**

- Master's degree in Migration Studies, Demography, Political or Social Science, Statistics, Econometrics, Public Health, Sustainability Science, Data Science 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.
- Applicants with PhDs in related discipline are strongly encouraged to apply.

#### **Experience**

- Experience in information management, reporting, coordination and analysis of data triangulation and analysis from multiple large and complex information systems;
- Data analysis experience (including field experience) in the area of demographic and population studies, human mobility, internal and international migration, and refugees/IDPs in developed and developing countries; remote sensing and/or GIS analysis experience are also an advantage;
- Practical field experience and analysis expertise in geographic (region and/or specific countries) and thematic (displacement, migration) relevant domain;
- Experience in data collection, data processing (incl. cleaning) data analysis for research, policy and report writing;
- Experience in internal and/or international mixed migration data analyses is required;
- Experience with database or programming languages (SQL, Python, R) is desirable, other data analysis software may be advantageous (e.g. STATA, QGIS);
- Professional experience in coordinating multi-cultural teams and field-based staff; and,
- Experience in survey and questionnaire design and sampling is an advantage.

#### **Skills**

- Excellent drafting skills;
- Proven skills to analyse statistical information;
- Knowledge of IOM data, analytical methodologies and standards is an advantage;
- Self-service analytics and data visualization applications (MS PowerBI, Qlik, Tableau or similar), or business intelligence tools (SAP Business Objects, etc.) is desirable;
- Ability to formulate IM-related technical requirements and operating procedures;
- Ability to translate planning-specifications into technical briefs for data capture and analysis, and vice versa;
- Ability to compile and holistically analyse diverse datasets;

- Demonstrated team building and information management skills; and,
- Demonstrated understanding of different data analysis methodologies.

## 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) 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.

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 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](http://www.iom.int/recruitment)

### ***Posting period:***

From 10.12.2024 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 714 Regional Data Analyst (P3) Bangkok, Thailand (59324677) Released  
Posting: Posting NC59324678 (59324678) Released