

ICMPD Job Profile

Senior Country Coordinator - Pakistan¹ (P4)

Functional Overview

Within the Directorate for Migration Dialogues and Cooperation (MDC), the Pakistan Senior Country Coordinator, based in Islamabad, oversees ICMPD's portfolio, office operations and institutional relations in Pakistan. The role supports the strategic development and alignment of thematically and institutionally diverse projects with national priorities, donor priorities and ICMPD's cooperation framework with the Government of Pakistan.

Reporting to the Head of Region, Silk Routes (based in Vienna), and working closely with the Regional Portfolio Manager and relevant Project Managers, the incumbent leads ICMPD's Pakistan office. This includes human resources planning, implementation oversight, stakeholder engagement and resource mobilisation, in line with ICMPD's strategy, quality standards and business processes. The incumbent also oversees implementation in accordance with Government of Pakistan priorities and the existing Country Agreement with the Pakistani Ministry of Foreign Affairs, while maintaining relations with national stakeholders in migration and border governance, beneficiaries and international donors. They oversee major project partnerships, work plans and budgets, identify risks and operational bottlenecks, and support the consolidation and further development of strategic national partnerships.

Key Results

Strategic Engagement and Portfolio Development: ICMPD's strategic engagement in Pakistan is strengthened through regular dialogue with national authorities and international partners. Existing partnerships with national stakeholders are maintained, supported and consolidated, while new partnership opportunities are explored and identified in areas relevant to ICMPD's mandate and expertise. These opportunities are developed and programmed in cooperation with Silk Routes Regional Office management, ensuring alignment between national needs, international donor priorities and ICMPD member state interests. National counterparts are supported in their participation in the Budapest Process regional dialogue on migration, with particular attention to the Government of Pakistan's role as co-chair of the Budapest Process Thematic Working Group on Legal Pathways.

Operational Coordination and Institutional Representation: ICMPD's presence in Pakistan is maintained through effective coordination of activities, consistent liaison with national stakeholders, and clear representation of the organisation's priorities in day-to-day interactions. Country-level implementation is aligned with regional and organisational strategies, with close collaboration across ICMPD offices and headquarters to ensure coherence, compliance, and quality of delivery.

Portfolio Implementation and Performance: Projects are implemented in line with approved work plans, budgets and ICMPD procedures, under the direct responsibility of assigned project managers. Project implementation teams are supported through the identification and resolution of operational challenges on the ground, enabling the timely delivery of planned results. Field staff performance is overseen in cooperation with project managers, while administrative gaps are identified and necessary adjustments initiated in

¹ This profile is classified at LP4.

consultation with relevant ICMPD teams and units, including the Management Directorate, Human Resources Management, Financial Management and Budget, Procurement and Grants, and External Relations.

Team Leadership and Coordination: The Pakistan field team is effectively led through clear objectives, strong internal collaboration and a results-oriented working culture. Personnel are supported in their professional development and equipped to contribute to high-quality project delivery. ICMPD values are modelled through a respectful, inclusive and collaborative working environment. Clear internal communication and effective team coordination mechanisms support coherence across ICMPD's portfolio in Pakistan. Contributions are made to broader regional and institutional priorities through the active sharing of lessons learned and good practices.

Required Expertise

- Demonstrated experience managing complex, multi-stakeholder projects and portfolios in migration or related fields.
- Proven ability to translate political, social, and migration-related developments into strategic priorities and operational plans.
- Experience in building and maintaining partnerships with national authorities and their high-level representatives, international donors and implementing partners, with a strong track record of trust-based relationship management and representation.
- Demonstrated success in identifying and shaping programmatic opportunities aligned with organisational strategy, national priorities and international donors' strategic frameworks.
- Capacity to lead and coordinate project teams, oversee the quality and timely delivery of results, and support staff development and team cohesion across country initiatives.
- Strong analytical and reporting skills, with the ability to synthesise complex information and provide strategic and operational advice to senior management and partners.
- Knowledge of national migration dynamics, stakeholders' roles and responsibilities in the areas of migration and border governance, funding instruments, and national coordination mechanisms and strategies.
- Excellent diplomatic, negotiation, and communication skills, with the ability to represent the organisation in high-level settings and maintain a visible, respected presence.
- Experience in working in multicultural environments and supporting internal collaboration across geographically dispersed teams.

Qualifications, Experience and Language Skills

- Master's degree (or equivalent) in a relevant field. A first-level university degree (bachelor's degree or equivalent) with two additional years of relevant work experience may be accepted in lieu of the master's degree.
- A minimum of 8 years of relevant experience in international project management, including team leadership and stakeholder engagement.
- Proven experience in working in cooperation with Pakistani national institutions is essential.
- Previous experience in an international organisation or international cooperation context is required.
- Strong written and verbal communication skills, including the ability to draft and present effectively for external stakeholders.
- Proficiency in both English and Urdu is required.