



International Organization for Migration (IOM)  
The UN Migration Agency

## Call for Expression of Interest

Position Title : **Chief of Mission**  
Duty Station : **Multiple Duty Stations**

Classification : **Professional Staff, Grade P5**  
Estimated Start Date : **As soon as possible**  
Closing Date : **16 September 2019**

*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.*

### **Context:**

Under the direct supervision of the Regional Director (RD), the successful candidate will be IOM's interlocutor with the Government and relevant ministries, UN system, and local and international NGOs. S/he will be responsible for maintaining IOM relations and for promoting IOM's full range of activities with the Government, diplomatic representatives and other organizations as well as for keeping the RD and Headquarters (HQs) units informed of relevant governmental concerns and programmatic developments. S/he will be responsible and accountable for developing and promoting IOM's strategy and programming within the overall regional framework. S/he will also mainstream the migratory approach in all the programmatic areas of the Country Office (CO).

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

1. Development and follow up of strategies, policies and programmes.
  - a. Develop, clarify and contribute to IOM's overall mandate and strategy through project development and implementation with appropriate consultation with the Regional Office, Headquarters, Member State and other relevant actors.
  - b. Play an integral role in policy discussions and apply approved policies in the national activities.
  - c. Advise RO and HQs on national policy and emergency matters as well as Governments' migration policies affecting the activities of IOM or emergency and prepare proposals for appropriate action.
  - d. Participate actively within the United Nations Country Team (UNCT) inter-agency mechanisms, with a view to insert migration related issues into the United Nations Development Assistance Framework (UNDAF) process and the coordination of the UN Migration Network.
  - e. Stimulate, catalyze and support project development in Peru through fundraising strategy; be assess appropriateness and effectiveness of programme development strategies and fundraising and recommend improving methods and actions.
  - f. Direct and monitor the project planning design and implementation.
  - g. Take full responsibility for the successful execution of ongoing operational programmes and the development of new ones.
  - h. Support the regional and international processes and dialogues on migration. Ensure the participation of government officials in these initiatives.

## 2. Resource Management and Capacity Building.

- a. Direct the operational, human resources, administrative, budgetary and financial activities of the Mission and oversee those of the Sub-Offices in accordance with the Organization's rules and procedures.
- b. Report regularly to the RD and other interested partners on progress achieved and development. Prepare regular and specific reports narrative, impact, policy, financial, evaluation and statistical reports covering IOM activities; prepare briefings and background information requested by RO and HQs, the Government and other entities.
- c. Develop and promote liaison with governmental authorities and diplomatic missions, international organizations, non-governmental organizations (NGOs) and voluntary agencies, airlines and public media in the region, particularly with a view to identifying migration-related areas for developing common activities/projects in a complementary manner, identify needs and priorities for cooperation and project development as well as for fundraising purposes.
- d. Collaborate with international and regional organizations, diplomatic missions, NGOs and civil society to identify migration-related areas for developing common activities/projects in a complementary manner.
- e. Represent the Organization at national and international conferences and meetings, developing public relations and media activities to promote IOM's image and programmes.
- f. Participate in the Humanitarian Country Team (HCT) when established and contribute and provide support to inter-agency planning process and the overall humanitarian strategy and ensuring the Camp Coordination and Camp Management (CCCM) obligations as a cluster lead agency are carried out including on reporting and capacity and reported upon regularly if the cluster system is activated.

3. Facilitate knowledge generation and management through the identification of best practices and lessons learned to ensure more comprehensive and efficient delivery. Coordinate the Mission's intra-programmatic knowledge products development and knowledge service delivery. Facilitate learning through organization of competency advancement training initiatives.

4. Perform periodic field visits to create relationships with local authorities, represent IOM at events and meetings and monitor programme activities within the country where IOM operates.

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

### **Education**

- Master's degree in Political or Social Sciences, Law, Economics or a related field from an accredited academic institution with ten years of relevant professional experience; or,
- University degree in the above fields with twelve years of relevant professional experience.

### **Experience**

- Ten years of experience in the field of migration issues including operational and field experience, IOM project development, and management; demonstrated expertise in the thematic area relevant to project development; knowledge and experience of regional issues an advantage;
- Proved experience in liaising with governmental authorities, other national/ international institutions and NGOs;
- Knowledge of monitoring and evaluation and specific work experience in integrated assistance programs for vulnerable groups;
- Previous experience working in project development in developing countries necessary, and in Latin America with governmental or international organisations advantageous;
- Familiarity with programme regulations of the UN and other donors is desirable as well as ability to prepare clear and concise reports; supervise staff (large and inter-disciplinary teams) and to coordinate financial, administrative and program support activities.

## Languages

IOM's official languages are English, French and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of any local language, French and/or Spanish is an advantage.

## Note

As part of the application process, candidates may indicate which Region(s) they do not want to be considered for.

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 three values:

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **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.

## **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 action 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 potential.
- **Empowering others & building trust:** creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- **Strategic thinking and vision:** works strategically to realize the Organization's goals and communicates a clear strategic direction.

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.

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 security clearances.

***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 16 September 2019 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 26.08.2019 to 16.09.2019

***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: Eol 2019/06 (P) - Chief of Mission (P5) - Multiple Duty Stations (56050334) Released  
Posting: Posting NC56050339 (56050339) Released