



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title : **Reintegration Officer**  
Duty Station : **Freetown, Sierra Leone**  
Classification : **Professional Staff, Grade P2**  
Type of Appointment : **Special short-term graded, six months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **09 February 2022**

*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](#); [Aruba \(Netherlands\)](#); [Botswana](#); [Cabo Verde](#); [Comoros](#);  
[Congo \(the\)](#); [Cook Islands](#); [Cuba](#); [Curaçao](#); [Fiji](#); [Guinea-Bissau](#); [Guyana](#);  
[Holy See](#); [Iceland](#); [Kingdom of Eswatini](#); [Kiribati](#); [Lao People's](#)  
[Democratic Republic \(the\)](#); [Latvia](#); [Libya](#); [Luxembourg](#); [Marshall Islands](#);  
[Micronesia \(Federated States of\)](#); [Montenegro](#); [Namibia](#); [Nauru](#); [Palau](#);  
[Saint Kitts and Nevis](#); [Saint Lucia](#); [Saint Vincent and the Grenadines](#);  
[Samoa](#); [Sao Tome and Principe](#); [Seychelles](#); [Solomon Islands](#); [Suriname](#); [The](#)  
[Bahamas](#); [Timor-Leste](#); [Tonga](#); [Tuvalu](#); [Vanuatu](#)

Second tier candidates include:

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

### **Context:**

Irregular migration along the Central Mediterranean route is increasingly dangerous for migrants. Crossing the Mediterranean to Italy is by far the deadliest route, with 1 death recorded for every 35 arrivals (IOM, 2016). In addition, over 70% of the migrants interviewed by IOM on their arrival in Italy report that they were victims of trafficking or other exploitative practices during their migratory journey along the routes of the Central Mediterranean.

To meet these challenges, the European Union (EU) and the International Organization for Migration (IOM) have developed the Joint Initiative for Migrant Protection and Reintegration in Africa (hereinafter "Joint Initiative"). Implemented in 14 countries (Burkina Faso, Cameroon, Chad, Côte d'Ivoire, Ghana, Guinea, Guinea Bissau, Libya, Mali, Mauritania, Niger, Nigeria, Senegal and The Gambia) through 14 specific actions, it aims to protect the security, dignity and

rights of migrants along this important and dangerous migration route and to improve reintegration of returnees through an innovative approach. This will be achieved through different types of interventions including protection and assistance to vulnerable and stranded migrants, assistance for voluntary return, support for sustainable reintegration in the communities of origin, the dissemination of accurate information on migration to migrants, potential migrants and communities, and the collection of data on migration flows.

A major component of the Joint Initiative is the provision of sustainable reintegration assistance to more than 20,000 migrants in the targeted countries. IOM views that reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions as a matter of choice rather than necessity.

Despite Sierra Leone not being part of the countries where the Joint Initiative is directly implemented, it receives under this programme a high number of returnees coming back from countries along the main migratory routes to Europe, such as Niger, Libya, Algeria, Burkina Faso, Mauritania. Since 2017, more than 3000 migrants have been provided reintegration assistance in Sierra Leone under the Joint Initiative programme.

Under the overall supervision of the Officer in Charge and the direct supervision of the Programme Manager and in coordination with Joint Initiative Regional Reintegration Officer in Dakar, the successful candidate will be responsible for the set-up of effective reintegration schemes and the effective delivery of assistance to returning migrants in Sierra Leone. The Reintegration Officer will be responsible for coordination of the planning, budgeting, implementing, and monitoring and evaluation of migrants' reintegration assistance under the Joint Initiative.

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

1. Contribute to developing an approach/strategy for specific IOM interventions in reintegration activities, considering feedback, lessons learned and best practices from other/previous projects.
2. Contribute to the proper management of beneficiary data through the institutional data collection system MiMOSA and in line with data protection principles.
3. Ensure that caseworkers are properly trained to enter data into MiMOSA in an accurate and consistent manner. Check that the possible gaps in the collection of data are filled and sorted out in a timely manner.
4. Contribute to oversight and coordination of IOM caseworkers, reintegration assistants and reintegration and/or protection partners.
5. Facilitate trainings, as well as ongoing counselling and guidance to staff and contribute to the establishment of a sound case management system in compliance with IOM standards of assistance.
6. Support and provide technical inputs for the establishment of national reintegration schemes, policies, Standard Operating Procedures (SOPs) and in coordination with national counterparts (Government of Sierra Leone, civil society, etc.).
7. Contribute to the oversight and development of work plans, implementation strategies and expenditure plans to facilitate the timely implementation and achievement of project activities and results.
8. Contribute to the mainstreaming of protection into reintegration activities by encouraging and providing guidance for the provision of adequate assistance for vulnerable migrants, including

survivors of trafficking, unaccompanied minors and migrants with psychosocial and/or physical health concerns.

9. Assess capacity development needs on reintegration and/or protection issues among local authorities, local and international NGOs, and other stakeholders, and provide technical assistance and coordination as needed

10. Ensure adequate monitoring and evaluation of reintegration activities and draft quality internal and external reports on reintegration activities.

11. Assist with drafting and editing trimestral and regular reports required by the donor.

12. Contribute to the development of project concepts/proposals, resource mobilization initiatives related to reintegration, as appropriate.

13. Check synergies and referral opportunities with other reintegration projects and stakeholders, including private partners, to consistently provide comprehensive assistance to migrants assisted in their voluntary return.

14. Liaise with national and state authorities, programme partners, civil society, the international community, and donors to coordinate the delivery of reintegration support and to maintain visibility of activities.

15. Undertake travel duties as requested.

16. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in International Law, Development Studies, Project Management, Business Administration, Political Science, International Relations, Social Studies or a related field from an accredited academic institution with two years of relevant professional experience; or
- University degree in the above fields with four years of relevant professional experience.

### **Experience**

- Professional experience in reintegration, livelihoods, community-based projects, or similar direct assistance activities;
- Experience working with specialized international agencies (UN Agencies, International Organizations, and International NGOs);
- Experience working with authorities, NGOs, civil society organizations;
- Experience in budget and implementation monitoring;
- Previous work on protection (including, but not limited to, child protection, counter-trafficking) is an asset;
- Experience working with operations in assisted voluntary return and reintegration (AVRR) or similar direct assistance;
- Knowledge of MiMOSA is required; and,
- Experience in project management and monitoring and evaluation is an asset.

### **Skills**

- Strong communication and interpersonal skills, as well as strong strategic and creative thinking;
- Effective managerial skills and ability to generate solutions to complex problems;
- Efficiency, flexibility, high level of professionalism and ability to work under pressure and

adhere to strict deadlines;

- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Ability to guide and supervise staff and coordinate administrative matters; and,
- Ability to work effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance Country Office or regional objectives.

## Languages

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

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (French, Spanish, Arabic, Russian or Chinese).

For all applicants, fluency in English is required (oral and written). Working knowledge of any local languages 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 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.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates 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 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. 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 09 February 2022 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 27.01.2022 to 09.02.2022

### ***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: SVN 2022 26 Reintegration Officer (P2) Freetown, Sierra Leone (57374860) Released  
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