

Position Title : **Programme Coordinator**
Duty Station : **Erbil, Iraq**
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 : **19 October 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.

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; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Latvia; Madagascar; 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:

Since the 1980s, Iraq has been engulfed in multiple cycles of destruction and recovery, with the 1980-88 Iran-Iraq War, 1990-91 Gulf War, and 2003-11 Iraq War causing extensive loss of life and property and far-reaching consequences for stability and development. Now, once again, Iraq is emerging from a brutal conflict – this time with the Islamic State of Iraq and the Levant (ISIL). Between 2014 and 2017, ISIL's reign of terror in Iraq had a devastating impact on individuals, families, and communities across the country, especially ethno-religious minorities. Thousands of people were killed or remain missing, and survivors of ISIL violence continue to grapple with the physical and/or psychological consequences of conflict. War victims have seen their lives turned upside down, having lost their homes, businesses, loved ones, health and/or mobility. Many can no longer see a future in Iraq. Half a decade after the military defeat of ISIL, many of Iraq's victims of war still require tailored individual services to support their recovery

and the resumption of normal life.

IOM Iraq's Peacebuilding and Stabilization (PSD) aims to address the drivers of conflict and displacement through contextualized, community-driven social cohesion, livelihoods, protection/ Mental health and psychosocial support (MHPSS), community infrastructure, and Preventing/Countering Violent Extremism (P/CVE) programming. PSD seeks to support IDPs and returnees to regain a sense of safety and dignity, while developing tools to deal with the past and restore hope and agency. IOM recognizes that restoring economic opportunities is not a panacea to prevent future violence, and that broader bottom-up efforts should continue to strengthen relations between citizens and the state.

Under the overall supervision of the Chief of Mission in Iraq, the general technical supervision of the Head of PSD and the direct supervision of the Senior Programme Coordinator of PSD, the Programme Coordinator will have overall responsibility for the management and implementation of IOM Iraq's community stabilization projects in Northern and Central Iraq with a specific focus on interventions funded through USAID funding streams.

Core Functions / Responsibilities:

1. Contribute to the strategic direction of PSD's work and ensure the programmes' responsiveness to destabilizing factors and trends, proposing, and integrating new approaches and procedures as required in the above-mentioned area of responsibility.
2. Plan, manage and coordinate community stabilization projects in areas of responsibility, ensuring high-impact activities are delivered in accordance with project workplans and in line with a victim-centered approach.
3. Represent IOM/PSD in relevant meetings and coordination fora, and engender and maintain strong relationships with government authorities, UN agencies, International/national non-governmental organizations, and other stakeholders.
4. Directly supervise staff and consultants in the area of responsibility, including both field and management positions, and identify and respond to staff and partner capacity building needs.
5. Contribute to strong intra-unit coordination to ensure coherence between the different pillars of PSD programming, proposing adjustments when needed to maximize the collective impact of different activities.
6. Ensure compliance with IOM and donor requirements, including those related to procurement, finance, and human resources, maintaining close contact with relevant IOM support units.
7. In coordination with relevant colleagues, develop new project proposals, liaise with donors on needs and gaps, lessons learned, good practices, etc., and oversee the start-up of new projects in the area of responsibility.
8. Contribute to narrative and progress reports, cost modifications, public information material, and other documents, as required by IOM and/or project donors.
9. Provide updates on program issues, including regular risk analysis and recommendations for operational improvements, to the Head of PSD
10. Compile lessons learned report following delivery of all trainings and deliverables under the different projects where these components are present.
11. Ensure conflict sensitivity and protection, gender and disability mainstreaming within all project activities.

12. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Masters' degree in Law, Political or Social Sciences, International Affairs, 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.

Experience

- Experience in project management (required);
- Experience in the design and/or implementation of community stabilization, peacebuilding, livelihood, social cohesion and/or MHPSS interventions in conflict and/or post-conflict settings (required);
- Experience in similar position in MENA region and more specifically in Iraq (clear advantage);
- Experience in liaising and building effective partnerships with donors, government authorities, and/or other national/international institutions, such as research institutions and local and international NGOs (required);
- Experience in communicating and working with a wide range of actors, including people of culturally diverse backgrounds, government and authorities, humanitarian actors (UN agencies and NGOs);
- Experience in capacity building of local organizations and/or government partners (desired); and,
- Experience of working in non-permissive security environments.

Skills

- Proven ability to supervise, train, and direct staff and manage operations in complex post-conflict contexts (required).

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 (Arabic, Chinese, French, Russian, or Spanish).

For all applicants, fluency in English is required (oral and written). Working knowledge of Arabic and/or Kurdish 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

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

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 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 19 October 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

Posting period:

From 06.10.2022 to 19.10.2022

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: VN 2022 328 Programme Coordinator (P3) Erbil, Iraq (57780629) Released

Posting: Posting NC57780630 (57780630) Released