

Position Title : **Results-Based Management Officer**  
Duty Station : **Geneva, Switzerland**  
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 : **17 November 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; 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:**

IOM seeks to advance overall transition towards Results-Based Management, moving away from activity-based management. Systems, culture and training must be adapted, and communication strengthened between corporate efforts (HQ) and Regional/Country Offices.

In particular, IOM seeks to:

- mainstream RBM across the organization through the identification of corporate targets and measurable indicators;
  - improve strategic planning at institutional, regional and country levels;
  - improve results reporting; and,
  - ensuring that IOM learns from its results and adopts a culture of integrating lessons learnt.
- Such mechanisms will improve the organization's efficiency, service delivery and provide for

connectivity across IOM through optimal use of core resources.

Under the overall supervision of the Director of the Department of Strategic Planning and Organizational Performance (DPP) and direct supervision of the Chief of Results Based Management. The Results-Based Management Officer will be responsible for supporting the roll-out of IOM's institutional Strategic Results Framework (SRF) and contributing to the development of IOM's systems and processes to improve institutional results reporting.

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

1. Support the roll-out of IOM's institutional Strategic Results Framework (SRF), including conducting regular internal consultations with Headquarters Departments and Divisions, Regional Offices and Country Offices, and conducting regular reviews of the progress of implementation and recommend adjustments as necessary.
2. Support and contribute to the development of IOM's Annual Report systems and processes to improve results reporting.
3. Support IOM Country Offices' capacity to engage with UN reporting systems such as UNINFO, and advise on possibilities for IOM's alignment and interoperability with other UN system-wide reporting systems and reporting obligations.
4. Support strengthening of IOM Regional and Country Offices' capacities to implement the Strategic Results Framework, by developing tools, facilitating knowledge exchange, and introducing ICT innovations to manage knowledge within the country office and support data collection, analysis and use.
5. Attend external meetings, workshops and other discussion fora organized by UN agencies, donor agencies on RBM, as well as keep abreast on developments in the RBM field.
6. Contribute to other Unit priorities, including Results-Based methodology in IOM's budgeting, the Institutional Questionnaire, IOM Project Handbook update, PRIMA process updates, and development of knowledge management processes.
7. Support the development of internal training material for SRF, RBM and results reporting, and supervise roll-out and capacity building initiatives, including for IOM's Chief of Mission trainings and Chief of Mission Handbook.
8. Perform such other duties as may be assigned.

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

#### **Education**

- Master's degree in Economics, International Relations, Business Administration, Social Sciences, Law, Development Studies, 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 of report writing and oral communication – demonstrated ability to write accurately in a clear and concise drafting style, to review documents for content and style, to assist with formal presentations and to articulate relevant subject matter in a clear and concise way; and,
- Demonstrated experience in Results-Based Management and Knowledge Management within

UN entities, government authorities, and/or International Organizations.

## 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 French or 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 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 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.

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 17 November 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 04.11.2022 to 17.11.2022

**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.

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