

Position Title : **Intern - Software Development (Displacement Tracking Matrix (DTM))**

Duty Station : **Geneva, Switzerland**

Classification : **Intern, Grade Other**

Type of Appointment : **Internship, three months with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **26 May 2023**

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:

Background Information

The Displacement Tracking Matrix (DTM) gathers and analyses data to disseminate critical multi layered information on the mobility, vulnerabilities, and needs of displaced and mobile populations that enables decision makers and responders to provide these populations with better context specific assistance.

The DTM Support Team, based in headquarters, assembles expertise in operations and coordination, methodology and concept development, mapping and Geographic Information Systems, statistical analysis, database and application system development, and data and information management. The support team has been critical in providing remote and onsite support to DTM field implementation.

Supervision

Under the overall supervision of the Global Coordinator for DTM and the direct supervision of the ICT Officer (Information & Database Management), the Intern will be responsible and accountable to support the development, implementation, administration, and of the global DTM databases and systems in headquarters in particular to support further development and implementation of DTM global Data Dictionary and further applications, ensuring an interoperability to the Central Data Warehouse (CDW) and other database and database management solutions.

Core Functions / Responsibilities:

1. Support developing, testing and deployment of system components, software and other technology solutions (including. mobile applications) and compilation of business requirements, technical specifications, user and technical documentation and standards for DTM related applications.
2. Support and provide technical data and database management related recommendations into other DTM ongoing information management initiatives and partnerships.
3. Support in coding of system components according to design specifications, corporate

standards and best practices and solution design.

4. Support in providing technical input and works from the database standpoint to the use of geographic data and administrative divisions in DTM database application systems.

5. Support in working with system users to analyze and resolve system defects.

6. Technical support in the data collection processes, query, analysis and the overall data management activities to ensure the common data standards and structures are applied and data are managed properly throughout the data management cycle.

7. Support in documentation of relevant database systems and solutions being developed. This includes design documents, standard operating procedures, dataflows, and relevant training materials.

8. Ensure that the implementation of the information management systems and application adhere to IOM Data Protection Policy and Information Technology and Communication (ITC) Policies and Standards, including on system and data security.

9. Perform such other duties as may be assigned.

Training Components and Learning Elements

- The intern will gain knowledge in the design, development implementation and support of complex systems to support DTM field operations.
- Gain experience on DTM ongoing information management initiatives and partnerships.
- Gain experience using geographic data and administrative divisions in database application systems.
- Acquire technical knowledge with system users to analyze and resolve system defects.
- The intern will have possibility to developing, testing and deployment of system components, software and other technology solutions (including mobile applications) and compilation of business requirements, technical specifications, user and technical documentation and standards.

Required Qualifications and Experience:

Education

- Bachelor's degree in Software Engineering or Computer Science or a related field from an accredited academic institution with one to two years of relevant professional experience in system development.

Experience

- Minimum one year of experience in:
 - o Core .NET programming (.NET Framework 4.5 or above)
 - o Working with database technologies, specifically SQL Server (2016 and above)
- Skills and experience in user interface development (GUI) including graphic design skills. Proficient in front-end web technologies (such as HTML, CSS, JavaScript, JSON, AJAX, ASP.NET and .NET Core, Bootstrap and Sweetalert).

Skills

- Proficient in back-end technologies and frameworks (such as MVC, WCF, C#, LINQ and LINQ2SQL);
 - o Proficient in Transact-SQL (SQL queries, Stored Procedures)

- Knowledge of Database Management;
- Working knowledge in web application performance tuning;
- Working knowledge of Microsoft Power Platform an advantage.

Languages

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

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

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Note

Eligibility and Selection

In general, the Internship Programme aims at attracting talented students and graduates who:

- a) have a specific interest in, or whose studies have covered, areas relevant to IOM programmes and activities;
- b) are holding a scholarship for internship placements in international organizations and/or for whom internship is required to complete their studies; or
- c) are sponsored by governmental/non governmental institutions and/or academia to work in specific areas relevant to both IOM and the sponsor.
- d) are either enrolled in the final academic year of a first university degree programme (minimum Bachelor's level or equivalent) or have graduated in the last 12 months.
- e) are between 20 and 36 years of age.

- Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted.
- Depending on experience and location, IOM provides a small monthly stipend to help offset costs.
- Please consider the cost of living in Geneva prior to applying.

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

The successful candidate is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioural indicators

- **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 actions and delegated work.
- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

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:

The appointment is subject to funding confirmation.

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.

No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 26 May 2023 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 13.05.2023 to 26.05.2023

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: INT 2023 22 - Intern - Software Development (Displacement Tracking Matrix (DTM)) - Geneva, Switzerland (58063734) Released
Posting: Posting NC58063735 (58063735) Released