Position Title	:	**Programme Officer (Climate-Conflict)**
Duty Station	:	**IOM Somalia in Nairobi*, Kenya**
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	:	**03 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.

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; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; 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 formation of the Federal Government of Somalia, the country has made significant progress towards restoring peace and security. However, significant destabilizing factors remain. These include, most notably, the extant presence of violent extremist group al-Shabaab, particularly in rural areas; recurrent and unresolved clan, land, and resource-based conflicts; weak and nascent institutions; and the internal displacement of more than 2 million individuals. Whilst the transition, recovery, and development needs of Somalia, after almost 3 decades of civic conflict and violent extremism remain a long term, if not generational process, such progress will be unachievable in the absence of solid foundations for peace and security, particularly at community levels.

Within this context, IOM is building on its existing stabilization programming and will be working further to support stabilization efforts in newly recovered, unstable, and fragile areas in South

and Central Somalia: Hirshabelle, Galmudug, Jubaland, South West State and Benadir Regional Administration through IOM's programmes including, but not limited to, three EU-funded stabilization programmes, locally named Daryeel, Deegaan Bile Galmudug: Breaking the Climate-Conflict Cycle in Galmudug, and Deegaan Bile Hirshabelle: Breaking the Climar-Conflict Cycle in Hirshabelle, and through IOM's United States Agency for International Development (USAID)-funded Stabilization Through Education Programme (STEP) in Jubaland and South West State. IOM's programmes harness the stabilization gains made by previous IOM stabilization programmes (Stabilization Support to Fragile Areas in Somalia Phase I and Somalia Stabilization Initiative (SSI)) and aim to contribute to stabilization efforts in Somalia through creating conditions for restoring trust among communities, and between communities and local leadership, thereby re-building the social contract between Somali citizens and state institutions and providing a bridge to longer-term development interventions within this context.

In addition, climate-related security risks are transforming the landscape in which peacebuilding efforts take place. Climate-related change in Somalia has reduced livelihood options, induced mass displacement, and left significant parts of the population in highly vulnerable circumstances – all conditions that undermine stability and contribute to violent conflict. Mediation and peacebuilding approaches must incorporate the environment if they seek to address the underlying drivers of contemporary conflict in Somalia. To respond to this, IOM Community Stabilization Programming develops and implements integrated and interconnected packages of activities based on a field level Strength, Weakness, Opportunity, and Threat (SWOT) analysis. This integrated package seeks to contribute to the stability of target locations by promoting environmentally sound and sustainable livelihoods and income-generating activities, environmental mediation, and building women environmental networks, and natural resource management focused activities. Within this context, IOM is cognizant of the important role and untapped potential of women, youth, people with disabilities, and minority and marginalized groups in both leading and contributing to peacebuilding efforts and stabilization initiatives. It is also aware that women the youth will require a special focus during stabilization programming.

Under the overall supervision of the Senior Programme Coordinator (Transition and Recovery Pillar (TRP)) and Head of Sub-Office and the direct supervision of the Programme Manager (Community Stabilization), the Programme Officer (Climate-Conflict) will be responsible for contributing to the development and implementation of nature-based solutions to conflict and instability as specified in the tasks below.

Core Functions / Responsibilities:

1. Provide technical inputs and guidance to support the improvement and development of the climate-conflict integrated packages project, including recommending design elements, researching innovative avenues, closely coordinating with the team, other units and stabilization partners, and closely coordinating with other relevant stakeholders.

2. Participate in building staff capacity in the environmental and climate-conflict field through organizing workshops, training, keeping the teams abreast on the latest research, and seeking collaboration with technical experts.

3. Provide technical inputs to activity-level concept notes, proposals and budgets focusing on climate change and environmental peacebuilding for the integrated package of activities that improve communities' resilience towards climate change impacts and the environmental hazards through consultations with the relevant communities and using field-based Strength, Weakness, Opportunity, and Threat (SWOT) analysis, field observation and desk review to assess the target locations.

4. Help to operationalize, monitor, and further develop community co-funding mechanisms through the matching grant mechanism.

5. Closely coordinate with field team, Community Stabilization Officer, and Resource Management Unit for timely implementation of climate-conflict related activities including administrative tasks such as raising, monitoring, and moving forward Purchase Requisition Forms and Request for Payments.

6. Support the implementation of inter-communal and community engagement activities to contribute to social cohesion and to help establish and strengthen women's networks, capacity, and agency for environmental action in the state.

7. Capacitate women and youth in target field locations with social cohesion and trust building tools to be transmitted to the wider community through non-violent traditional, cultural, and art-based approaches.

8. Research innovative, sustainable, and environmentally sound solutions to pilot and to contribute to community stabilization toolkit by liaising with local innovative partners and engaging with communities to identify grassroot level initiatives.

9. Recommend visibility opportunities, and in close collaboration with the Communications team, provide inputs to communications products in accordance with communications plan and donor compliance.

10. Provide timely inputs for activities for donor reporting.

11. Monitor progress of activities to facilitate timely implementation and achievement of project goals.

12. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

• Master's degree in Social Sciences, Conflict, Environmental Studies, Development Studies, International Relations or a related field from 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

• Experience in community driven development initiatives.
• Experience with issues relating to climate change, conflict, and environmental peacebuilding.
• Working experience in development of activity-based concept notes, activity proposals, and activity budgets.
• Working experience in implementation of matching grant or other co-funding mechanisms.
• Working experience in the climate change, migration, and conflict intersection.
• Previous work experience in coordinating with local and state government authorities and civil society organizations in Somalia is an advantage.
• Experience in women-centred and/or women-related stabilization and peacebuilding activities.

Skills

• In depth knowledge of community-based and community-engagement activities, stabilization and peace building concepts.
• Excellent knowledge of stabilization, peacebuilding, environment, and climate change concepts.
• Demonstrated proficiency and knowledge of information technology in Microsoft Office applications especially Excel, Word, and PowerPoint

• Knowledge of UN and bilateral donor programming.

Languages

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

For this position, fluency in English is required (oral and written). Working knowledge of Somali 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 five 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 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 actions 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 leadership and professional potential.
• **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
• **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
• **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
• **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

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 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 03 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 20.04.2023 to 03.05.2023

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: SVN 2023 108 Programme Officer (Climate-Conflict) (P2) IOM Somalia in Nairobi, Kenya (58088948) Released
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