

Position Title : **Regional Migration, Environment, Climate Change and Risk Reduction Specialist**

Duty Station : **Brussels, Belgium**

Classification : **Professional Staff, Grade P4**

Type of Appointment : **Fixed term, one year with possibility of extension**

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

Closing Date : **10 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](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. External female candidates:
3. Candidate 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 of IOM and female candidates.

### **Context:**

The Policy and Programme Support Division (PPSD) supports the policy and liaison role the IOM Regional Office in Brussels (RO Brussels) as well as programme and resource mobilization. The Policy & Programme Support Division (PPSD) supports RO Brussels' liaison with international, government, and non-governmental partners and contributes to regular national and regional policy dialogue and policy development in the European Economic Area (EEA). PPSD also coordinates policy, liaison and advocacy work with the European Institutions and EU Member States and provides technical programming support and guidance to the Country Offices in the EEA and also on EU funded programs for IOM Country Offices worldwide.

Under the direct supervision of the Head, Policy and Programme Support Division at RO Brussels and the thematic oversight of the Head, Migration, Environment, Climate Change and Risk Reduction (MECR) Division at Headquarters (HQ), the successful candidate will act as a regional thematic resource person.

The Regional Migration, Environment, Climate Change and Risk Reduction Specialist will monitor, assess and analyse regional thematic trends, plan and organize all aspects of the regional thematic project development, and review, endorse and track the projects related to the thematic area in the Regional Office.

The successful candidate will plan and manage the development of MECR activities led by the Regional Office.

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

1. Act as a thematic resource person and oversee the capacity building, training, and general support to Country Offices (COs) in the Region. Ensure the capacities of IOM staff in the thematic area of MECR and to mainstreaming environmental and climate change dimensions in other relevant thematic areas.

2. Ensure the determination and implementation of global and regional strategies in MECR thematic programming with Country Offices and Member States, provide technical input for the development of complementary national strategies and connect the MECR field to other migration relevant policy and practice areas.

3. Act as the main counterpart to the MECR Division in HQ and ensure coordination, knowledge exchange and information flows between MECR Division, the RO and the Country Offices.

4. Demonstrate a comprehensive understanding of migration, environment and climate change and provide technical guidance and information to governments and other agencies and strengthen the knowledge base relating to the thematic area.

5. Identify and address the emerging issues relevant to the thematic area and develop regional and multi-country programmes and projects in the thematic area and identify and assess the anticipated synergies between thematic areas in close coordination with the Regional Project Development Officer (RPDO).

6. Oversee the quality assurance by reviewing, endorsing and tracking the project proposals developed by COs in the Region, coordinate and provide regular updates to the MECR Division on projects endorsed. Ensure that all endorsed projects are:

a) consistent with the IOM Constitution, IOM Strategy and the Organization's policies, MECR institutional thematic priorities, strategy, guidelines and manuals and any relevant national and/or Regional Strategies;

b) coherent, relevant, and feasible, and take into account good practices in the respective migration/thematic area(s); and,

c) developed according to IOM's project development procedures as established in the IOM Handbook on Projects.

7. Participate in and actively contribute to IOM's network of RTSs globally, analyze and share best practices with MECR Division and other relevant HQ Divisions and COs.

8. Contribute to, and provide strategic advice for, the development of regional or global thematic guidance notes, information sheets and policy documents in coordination with the Regional Policy Officers (RLPOs), Country Offices (CO), the MECR Division and relevant HQ

Division(s).

9. Provide thematic guidance to Project Managers through sharing information with the COs at the regional level and providing general technical support upon request from the COs in coordination with the RPLO.

10. Lead the delivery of quality MECR thematic training to governments as required by CO in the Region.

11. Represent IOM in the Region by actively participating in conferences, workshops and meetings related to the thematic area of expertise, as required by the Regional Director, in coordination with MECR Division at HQ.

12. Provide thematic guidance on migration and sustainable development to project managers and project developers through sharing information with the COs at the regional level and providing general technical support upon request from the COs in coordination with the RPLO.

13. In coordination with DOE RTS support and coordinate thematic guidance on transition and recovery projects, focused on disaster risk reduction and climate displacement, to Project Managers and Project Developers through sharing information with the COs at the regional level and providing general technical support upon request from the COs in coordination with the RPLO.

14. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Political or Social Sciences, Economics, Migration Studies, International Relations, Law, Environmental Studies or a related field from an accredited academic institution with seven years of relevant professional experience;
- or
- Bachelor's degree or equivalent in the above fields with nine years of relevant professional experience.

### **Experience**

- Advanced experience and understanding on migration in relation to environment, climate change and disasters;
- Experience in the field of migration issues, including operational and field experience, IOM project development, management and reporting;
- Experience in liaising with governmental authorities, donors, academia, other national/international institutions and NGOs; and,
- Experience with regional issues is a distinct advantage.
- Sound knowledge of EU related policies, financial instruments, EU institutions and decision-making mechanisms is a distinct advantage.

### **Skills**

- Demonstrated high level of expertise in the thematic area relevant to project development;
- Writing, research and publishing track record in particular in migration and environmental issues;
- Sound knowledge of international policy process in the areas of migration, climate change, environment, disaster risk reduction, knowledge of frameworks such as UN conventions on climate change, ecosystems, desertification, the Platform on Disaster Displacement, MICIC Initiative, etc.;

- Understanding of legal frameworks human rights approaches, soft law and protection issues related to environmental migration;
- Proven flexibility to coordinate contributions from diverse stakeholders;
- Excellent team building skills with a track record in team coordination and building trust; and,
- Knowledge of monitoring and evaluation.

## 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 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 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 3

- **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 3

- **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](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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 10 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](http://www.iom.int/recruitment)

### ***Posting period:***

From 27.04.2023 to 10.05.2023

### ***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.

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