

Position Title : **Head, Protection Division**
Duty Station : **Baghdad, Iraq**
Classification : **Professional Staff, Grade P4**
Type of Appointment : **Special short-term graded, six months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **18 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. 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:

Under the overall supervision of the Chief of Mission, and direct supervision of the Deputy Chief of Mission (DCOM), the Head, Protection Division will provide technical, operational and administrative oversight of IOM's Protection portfolio. Specifically, they will:

Core Functions / Responsibilities:

1. Technically supervise and direct programme coordinators and other staff responsible for implementing Protection interventions, including humanitarian protection, and protection in

durable solutions; protection of vulnerable migrants, including counter-trafficking and assisted returns and reintegration; and protection mainstreaming and safe programming, including prevention of sexual exploitation and abuse and sexual harassment.

2. Develop and implement an IOM Protection strategy for IOM Iraq in line with IOM country, regional and global strategic frameworks, and the Protection Division at Headquarters (HQ)/ Regional Office (RO).

3. Establish and strengthen partnerships with key stakeholders including government of Iraq, EU Member States, UN, and NGOs, with a view to promoting coordinated and integrated Protection-related interventions through new activities, ensuring the implementation of ongoing activities, and raising funds for new projects and activities.

4. Increase IOM's support to government with a view towards strengthening capacity, policies, and legal frameworks, including related to Internally Displaced Persons (IDPs), trafficking in persons, vulnerable migrants, and gender-based violence.

5. Ensure geographic, sequential and operational coherence between the respective programmes and with other divisions in the mission to facilitate mission-wide, integrated area-based programming and to strengthen protection mainstreaming across divisions and programmes.

6. In coordination with the Chief of Mission and Deputy Chief of Mission, represent IOM and the Protection portfolio in coordination forums and other meetings.

7. Mobilize resources through the development of new projects, including developing proposals and operational frameworks, negotiating with donors, and leading the production of communication tools that demonstrate IOM's impact; where appropriate, propose and advocate for the establishment of joint programmes with complementary UN agencies and NGOs with the support of RO Protection Division coordination.

8. Exercise administrative, operational, and financial management responsibility for relevant projects, maintain oversight of project cycles, and ensure programmes are consistent with audit and donor requirements.

9. In coordination with the Regional Office Protection division, disseminate the IOM protection approach, and provide advice and support for training and Capacity Building sessions where needed.

10. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Law, Political or Social Sciences, Social Work, or a related field from an accredited academic institution with seven years of relevant professional experience; or
- University degree in the above fields with nine years of relevant professional experience.

Experience

- Specific experience working within the humanitarian protection sector, including established programme coordination, representation, and managerial responsibilities;
- Proven experience in the field of prevention of and response to sexual and gender-based violence;

- Experience in management of counter human trafficking projects and/or in conducting complex case-management;
- Experience in liaising with governmental authorities, other national/international institutions;
- Extensive experience in coordinating activities with various stakeholders both at global level and in the field;
- Excellent track record of effective working relationships with private sector, government entities and UN agencies;
- Professional experience in the humanitarian and development fields relating to migration, refugee, IDP issues, showing increasing levels of responsibility;
- Professional experience should include fieldwork in multiple duty stations; and,
- Working experience in the MENA region is asset.

Skills

- Demonstrated leadership and negotiation skills, particularly in a multi-stakeholder and multi-cultural environment;
- Understanding of complex social-political environments;
- Strong strategic and creative thinking;
- Ability to work under extreme pressure in difficult conditions while maintaining security awareness; and,
- Flexibility and focus on processes and their improvements.

Languages

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

For this position, 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 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 18 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 05.05.2023 to 18.05.2023

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 135 Head, Protection Division (P4) Baghdad, Iraq (58117135) Released

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