

## Call for Applications

Position Title : **Project Officer (Risk Management)**

Duty Station : **Gaziantep, Republic of Türkiye**

Classification : **Professional Staff, Grade UG**

Type of Appointment : **Special short-term ungraded, five months with possibility of extension**

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

Closing Date : **22 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.*

Internal and external candidates will be considered for this vacancy. For the purposes of this vacancy, internal candidates are defined as staff members holding a regular, fixed-term or short-term graded or ungraded contract, including Junior Professional Officers (JPOs), staff on Special Leave Without Pay (SLWOP), and staff members on secondment/loan released by the Organization, unless otherwise specified in their contract. Staff members holding a regular, fixed-term or short-term graded contract will not retain their contract type if appointed to an ungraded position.

### **Context:**

The United Nations Cross-Border operation continues to be a lifeline for millions of affected populations across North-West Syria (NWS). In 2023, prior to the multiple earthquakes on 6 February, the strongest being of 7.7 magnitude on the Moment Magnitude scale which struck southern Türkiye and northern Syria, the estimated number of people in need in Syria had already increased to 15.3 million, with 4.1 million in the North-West and the majority comprising women and children.

In providing lifesaving goods and services to these affected populations, the humanitarian community takes on numerous risks. Minimizing risk while safeguarding humanitarian principles is no easy task. Room for progress seems to exist mainly in terms of how the individual humanitarian organizations involved in the response capitalize on each other's significant efforts in that area and make efficiency gains through a more collaborative approach.

Based on consultation with the broader partner community during the last quarter of 2021, the Humanitarian Liaison Group (HLG) for NWS identified risk management as a critical area for the humanitarian community to deliver collectively on to ensure a more effective, efficient and equitable assistance to the people in NWS. The HLG agreed to support the Deputy Regional Humanitarian Coordinator (DRHC) for the Syria crisis to look for resources to mobilize the necessary capacities within his office to 1) strengthen coordination in the area of risk management, both within the UN system and the broader humanitarian community, and to 2) take a more proactive approach in ongoing joint risk assessment and timely adoption of mitigation measures.

In August 2022, the Risk Management Unit for NWS was launched with core functions to:

- Advise the humanitarian community and the HLG on risk mitigation by identifying risks and advising on how to prevent and/or manage risk;
- Capitalize on the humanitarian communities' significant efforts in the area of risk and foster a more collaborative approach, building consensus on risk management issues and ensuring buy-in for collective action;
- Strengthen the capacity of partners on risk management-related issues;
- Advocate and report on risk management issues.

Under the overall supervision of the Head of Sub-Office - East South East and Mediterranean (ESEM) Region of Turkey and direct supervision of the Senior Risk Management Specialist and in close collaboration with DRHC, the UN Office for the Coordination of Humanitarian Affairs (OCHA), the Risk Management Working Group (RMWG), UN Agencies, NGOs and the HLG, the Project Officer (Risk Management) is responsible in promoting knowledge building and knowledge sharing on the areas of specialty related to their function and support the tasks of the NWS Risk Management Unit.

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

1. Support the humanitarian community and HLG to integrate risk management activities into planning, performance and monitoring:

- Contribute to the assessment and analysis of the operating environment in NWS, keeping abreast of the evolving situation with regards to hazard, financial, programmatic and operational risks;
- Promote in-country capacity development through training, joint risk analysis and guidance (e.g., on risk management, sanctions compliance, aid diversion, fraud and corruption prevention);
- Support in the development and updating of a Risk Management Database to centralize and share risk-related information, reports and guidance for humanitarian partners.

2. Enhance complementarity of actions and collaboration among humanitarian partners:

- Mainstream risk culture and promote information sharing on risk;
- Within the delegated capacity, chair the RMWG in close coordination with Senior Risk Management Specialist;
- Support in the development and monitoring of a Common Risk Register to understand and monitor common priority risks and mitigation strategies, as well as identify topics for further risk analysis and guidance;
- Support in the development of harmonized approaches to addressing identified risks of importance (e.g., a Comprehensive Risk Management Strategy and NGO Guide to Reporting Fraud and Corruption);
- Ensure close coordination and follow up in monitoring key risks across the humanitarian partner network, analyzing control effectiveness and progress for implementing mitigation strategies;
- Link with relevant coordination forums to ensure a coherent and coordinated approach to risk management.

3. Support the DRHC with necessary information and analysis on risk for decision-making and engagement with donors and others:

- Support in conducting risk-related analysis on specific issues of importance to support the DRHC and HLG on decision-making;
- As requested, prepare working papers, reports and presentations on risks and other strategic issues to the DRHC and HLG in collaboration with the RMWG.

4. Ensure targeted advocacy and information sharing both internally and externally on actions taken on risk management:

- Promote improved risk information sharing by providing regular (quarterly) updates to the humanitarian community;
- Contribute to the development of risk-informed briefings with donor partners to articulate risk treatment and appetite, including for areas of highest risk or concern (i.e., monitoring, PSEA, etc.);
- Contribute substantively to risk management products and communications for public information (e.g., risk management one pager with facts, services, etc.) that can be regularly shared with external stakeholders under the direction of the DRHC;
- Remain current on evolving risk management standards and leading risk management practices.

5. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree or equivalent in Risk Management, Business, Accounting, Statistics, Law or a related field from an accredited academic institution with five years of relevant professional experience; or,
- University degree in the above-mentioned fields with seven years of relevant professional experience.
- Certification as a Certified Public Accountant (CPA), Chartered Accountant (CA), Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE) or equivalent is desirable.

### **Experience**

- Minimum of five years (seven years for bachelor's degree holders) of progressively responsible experience in the oversight area or related areas such as risk management, audit and finance, monitoring and evaluation, business administration, or management advisory services is required;
- Experience in consulting or reviewing procedures for programme/project implementation, risk management within the UN system or in the private sector is highly desirable;
- Previous experience and knowledge in investigation/intelligence, audit and fraud examination are desirable;
- Previous experience in conflict/post-conflict countries is desirable.

### **Skills**

- Skills in risk assessment and analysis;
- Advanced user of computers and office software packages and experience in handling web-based management systems;
- Knowledge of international standards on risk management (ISO31000, The Committee of Sponsoring Organizations of the Treadway Commission (COSO), Enterprise Risk Management or relevant standards) is highly desirable.

### **Languages**

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

For this position, fluency in English is required (oral and written). Fluency in Arabic 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

- **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

- **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.

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 22 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 09.05.2023 to 22.05.2023

***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: CFA 2023 24 Project Officer (Risk Management) (UG) Gaziantep, Turkiye (58118164)

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