

Position Title : **Protection Officer (Surge)**  
Duty Station : **Geneva, Switzerland**  
Classification : **Professional Staff, Grade P3**  
Type of Appointment : **Special short-term graded, nine months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **29 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. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Aruba (Netherlands); Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Dominica; 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; Uzbekistan; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

IOM places protection at the centre of its humanitarian action and is committed to the IASC Statement on the Centrality of Protection and the IASC Policy on Protection in Humanitarian Action. This commitment is reflected and furthered throughout its internal policies and decisions, as for example in the IOM Principles for Humanitarian Action approved by the IOM Council in 2016, its engagement in risk mitigation, strengthening its rights based programming, reinforcement of Protection via a restructuring of different Protection teams within an extended Protection Division, or the implementation of an institutional project on the Organization's Approach to Protection. Over the last years, IOM has significantly enhanced its programming, workforce and expertise in Protection, Child Protection, Gender-Based Violence, Disabilities Inclusion, Counter-Trafficking in Emergencies, amongst others, whilst developing the Organization's policies and frameworks on Protection and striving to harmonize its approach to

protection globally and across settings, from crisis to transition and development, to provide the Organization with improved predictability, consistency and strategic vision on protection.

Against this backdrop, IOM is looking to integrate in its global Protection in Humanitarian Action team, within the Core Protection Unit of the Protection Division (PXD) in Geneva headquarters, a Protection officer with solid field expertise and experience to support operations and contribute to the elaboration and update of internal guidance, trainings and tools on protection.

Under the overall supervision of the heads of the Protection Division (PXD) and of its Core Protection Unit in HQ, and under the direct supervision of the Senior Protection Officer of the Protection in Humanitarian Action (PXDIE) Team; the Protection Officer will be responsible and accountable for providing thematic guidance on Protection to prioritized workstreams, as well as remote and in-country support to field operations on protection and protection mainstreaming.

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

1. Provide thematic guidance and support on Protection to different internal and global initiatives, events, projects, commitments, and the elaboration, review or contribution to policies, tools, strategies, papers, roadmaps, etc.- in line with IOM policies and frameworks as well as global Protection standards and principles (Global Protection Cluster and Areas of Responsibility, IASC Protection Policy, etc.), - as prioritized and in complementarity to the other expertise-set on the team.

2. Support IOM field missions – remotely and in-country through surge support- to strengthen protection analysis, strategy and reporting, and/or to ensure the integrity and quality of specialized protection, protection mainstreaming, and integration of protection programming, in line with global and IOM Protection principles and standards. Such support is prioritized within the Protection team and coordinated with relevant units and regional and country operations. It can consist of supporting missions in the implementation of specific activities, such as for example protection analysis, case management, protection mainstreaming, housing, land and property, etc. and can consist of conducting assessments, developing SOPs or frameworks, facilitating trainings or workshops, coaching staff, elaborating necessary tools or plan of action on protection etc. - in line with internal IOM approaches, policies and standards as well as global guidelines and minimum standards (e.g. Global Protection Cluster and AoRs, IASC Protection Policy, etc.).

3. Support consistent participation in relevant global protection foras such as Global Protection Cluster (GPC), AoRs, Alliance for Child Protection in Humanitarian Action (CPHA), etc, their technical task teams and/or working groups. Participate in prioritized inter-agency protection related fora, workshops, seminars and other meetings ensuring consistent and coordinated contributions in line with IOM priorities and positioning.

4. Review and endorsement of IOM projects, reports, strategies and appeals with protection components. Where required, elaborate concept notes or proposals and support fundraising efforts for protection, based on analysis (needs, gaps, added value), and prioritization.

5. Elaborate, complement, update, review and conduct/co-facilitate capacity building initiatives on protection or protection mainstreaming, in coordination with relevant units, divisions and regional and country offices, and in line with global and IOM standards and principles.

6. Prepare communication, visibility materials and reports covering protection activities; prepare talking points, briefings, statistical/narrative reports and background notes including specific information requested by IOM, Governments and other entities. Support results-based protection reporting.

7. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Human Rights, Political or Social Sciences, International Relations, Humanitarian Action / Cooperation & Development, or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

### **Experience**

- Demonstrated experience working in crisis, conflict, disaster, displacement and/or migration settings, for the protection of internally displaced persons, migrants or refugees;
- Demonstrated experience directly implementing protection programming in crisis, conflict, displacement settings. Preferred with specialized experience working in detention, on child protection, GBV, Counter-Trafficking in Emergencies, case management, advocacy, or protection monitoring, etc.;
- Demonstrated experience producing / contributing to guidance, tools, analysis, to support the implementation of protection programming in line with principles and standards;
- Experience supporting and coaching field teams on protection an advantage;
- Experience participating to IASC and protection cluster/sector coordination foras;
- Experience facilitating trainings to protection and non-protection audiences.

### **Skills**

- In depth knowledge of standards and principles in Protection work, including in specialized thematics such as in Child Protection, Protection Information Management, Protection Mainstreaming, Gender-Based Violence, Housing, Land and Properties issues, etc.
- Excellent context analysis skills;
- Proactive coordination and teamwork capacities;
- Excellent communication and writing skills;
- Knowledge of IASC / humanitarian architecture, Global Protection Cluster and AoRs standards and guidance, and UN system;
- Knowledge in elaboration of protection and advocacy strategies;
- Knowledge of proposal writing and fundraising an advantage;
- Knowledge of Information Management and Data an advantage;
- Knowledge of adult learning standards and proven training skills.

### **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 Arabic, Spanish or French 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 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](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.

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 29 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 16.05.2023 to 29.05.2023

***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 148 Protection Officer (Surge) (P3) Geneva, Switzerland (58134991) Released  
Posting: Posting NC58134992 (58134992) Released