

Position Title : **Protection Officer**
Duty Station : **Mekele, Ethiopia**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Special short-term graded, nine months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **07 June 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; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; 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:

Under the overall supervision of the Chief of Mission (COM) in Ethiopia and direct supervision of EPC Programme Coordinator, and in close coordination with PxD at Headquarters (HQ), the Protection Officer will support and coordinate the development, implementation, monitoring and reporting activities on protection and gender-based violence (GBV) programming in Ethiopia.

Core Functions / Responsibilities:

1. Support the overall implementation of the Protection in emergencies programming in Ethiopia, including its financial, administrative and technical implementation, in compliance with IOM

policies and international standards, as well as donor requirements, agreed timeline and deliverables.

2. Monitor and supervise the implementation of direct protection assistance and interventions, including, case management, development of protection tools and guidance, ensuring safe programming in line with IASC Guidelines on Protection and IOM's GBViC Framework.

3. Develop and deliver capacity building initiatives on protection and GBV, including protection mainstreaming and GBV risk mitigation for IOM response teams.

4. In coordination with the EPC Programme Coordinator, coordinate the work of all staff assigned to the CO's programme, as well as consultants, implementing partners and service providers recruited to support and/or undertake specific activities.

5. Maintain close collaboration and contribute to the strengthening the partnerships with relevant stakeholders such as Government entities, national authorities, donors, development partners, United Nations agencies, and civil society.

6. Draft and produce progress and other reports and ensure proper information exchange on all operational aspects of the programmes between IOM, the programmes' donors and other stakeholders.

7. Provide technical support in analyzing protection related trends and issues in view of strategic, programmatic and programme-specific funding opportunities.

8. Contribute to the identification of donors' priorities and strategies, explore the possibility to develop follow up initiatives and/or initiate new programme development process in Ethiopia and draft projects proposals, in relation to expressed governmental needs, donors' priorities and in line with IOM's mandate and strategy.

9. Contribute to the development of relevant monitoring and evaluation plans and tools to track protection mainstreaming initiatives and measure progress and effectiveness, make recommendation on suitable course corrections, and supporting further development and improvements.

10. Ensure adequate information management on programme related activities including awareness raising and visibility; provide regular updates, summaries, press releases and other relevant materials, in coordination with the donor and IOM's Public Information Department.

11. Participate in relevant conferences, workshops, steering committees and technical working groups, as well as other forums, to facilitate proper coordination and presentation of IOM activities.

12. Participate in relevant inter-agency platforms, such as the Protection Cluster, GBV AoR, PSEA Network, Durable Solutions working groups and activities to ensure IOM's positioning and contributing to inter-agency efforts.

13. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Law, International Relations, Political or Social Sciences, International Development, International Relations, or a related field from an 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 programme management, implementation and project development;
- Previous experience in direct implementation of protection interventions, particularly, GBV is essential.
- Experience in managing teams, mentoring and delivering trainings;
- Experience in emergency settings with in-depth knowledge of IOM/UN programme/project life cycles;
- Experience with UN and International Agencies, international or local NGOs preferred; and,
- Work experience in the Region is an advantage.

Skills

- Knowledge of Protection programming in emergency and post-crisis settings including General Protection and GBV Case management; Knowledge of International Protection standards (IASC, Global Protection standards, GBV and CP AOR...)
- Knowledge of Protection Mainstreaming,
- Knowledge of project budgeting and financial management;
- Knowledge of data protection; implementing SOPs on protection information management is an advantage;
- Knowledge and experience in working with PRIMA is an advantage;
- Sound writing, communication and negotiation skills; and,
- Excellent organization skills, analytical and creative thinking.

Languages

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

For this position, fluency in English is required (oral and written). Working knowledge in either Ethiopia, French, and 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

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 07 June 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 25.05.2023 to 07.06.2023

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 161 Protection Officer (P2) Mekele, Ethiopia (58157291) Released

Posting: Posting NC58157292 (58157292) Released