Position Title	:	**Associate Officer (Data Governance) (Korean Nationals only)**
Duty Station	:	**Berlin, Germany**

Classification	:	**Professional Staff, Grade P2**
Type of Appointment	:	**JPO, One year with possibility of extension**
Estimated Start Date	:	**As soon as possible**
Closing Date	:	**08 September 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.

Context:

The focus of the IOM JPO programme is achieving IOM's Global mandate on Migration which includes emphasis on the Global Compact on Migration, IOM's leading role in the UN Network on Migration and the migration related activities of the Sustainable Development Goals (SDGs.)

The Junior Professional Officer will be provided with regular feedback on their performance and progress, with special attention granted to goal setting and overcoming challenges.

In a complex and uncertain world, the useful application of data for evidence-based policy and action is needed now more than ever. Whether it be helping displaced people find durable solutions in the face of climate change impacts, to analysis that allows better foresight for migration scenarios and preparedness—managing human mobility to contribute to sustainable development requires a data-driven approach.

The International Organization for Migration (IOM) has an abundance of information about human mobility: With offices in almost every country, IOM is trusted by its Member States for its deep knowledge and field expertise. IOM has strategic partnerships with other UN agencies and stakeholders in the UN Migration Network. It works directly with a wide range of beneficiaries and is at the forefront of data protection efforts within the UN system.

IOM established the Global Data Institute to harness the power of its data for operations, making meaning of global migration patterns, and informing foresight. The Global Data Institute capitalizes on synergies between its two units--the Displacement Tracking Matrix (DTM) and the Global Migration Data Analysis Center (GMDAC)-and collaborates with a network of regional data specialists to illuminate the global data story of human mobility.
The Global Migration Data Analysis Centre (GMDAC) works to improve international migration data and analysis to inform migration policy. The Centre is located in Berlin and its objectives are to foster better analysis, use and presentation of migration data, to establish the Organization as a key source of reliable data on migration through strategic partnerships, and to act as a data hub for decision makers and practitioners seeking the best available statistics.

Under the direct supervision of GMDAC Data Innovation and Capacity Building Officer and in close coordination with GDI's Displacement Tracking Matrix (DTM) Unit, the successful candidate will be responsible and accountable for the following:

Core Functions / Responsibilities:

1. Contribute to efforts implementing IOM's Migration Data Strategy. including desk research and outreach to conduct external and internal mapping exercises of applicable practices for GDI and regional data hub workflows, data governance, and the technology and data system architecture for GDI and regional data hubs to more fully utilize IOM's data.

2. Contribute to the review of existing and desirable approaches to data governance. In coordination with the direct supervisor, conduct consultations to elicit non-exhaustive inventory of data assets which GDI's units and regional data hubs may utilize; review rules on data definitions, standards, processes, and discovery that enables decentralized and sustainable data governance framework; identify best candidates to embed data governance in day-to-day workflows of GDI staff and network of Regional and Country Office Data Officers. Provide recommendations to facilitate quality data that can be trusted (quality, integrity, security, discoverability, accessibility, and usability); contribute to construction of systematized, repeatable, and transparent processes.

3. In coordination with relevant IOM departments/units, contribute to the design and implementation of GDI technology/architecture to securely intake and clean data, model it, build algorithms and use machine learning and other approaches to get insights from the data; and share it to elicit uptake and change.

4. Contribute to recommendations for design of a scalable, sustainable data system for deriving insights from IOM units and external sources that can inform a) IOM Operation Pillar divisions about links between their work and migration pathways and b) factors of migration processes (what factors matter to the migration journey, and what relationships between those factors would be insightful to decision makers).

5. In coordination with DTM and other relevant units, contribute to inter-agency efforts concerning data governance, data protection and effective and ethical collection, management, and use of migration data, including with respect to new sources of data.

6. Perform such other duties as may be assigned.

Coaching and learning elements

As an integral part of the IOM assignment the Junior Professional Officer will:

• Gain experience in an International Organization, including management and international cooperation activities, as well as understanding the dynamics of regional and international initiatives and working groups.
• Gain experience on supporting the implementation of an institution-wide data governance framework, as well as engagements at global, regional, and national levels on the topic of data governance and capacity development on this topic generally.

Required Qualifications and Experience:

General Requirements

• Korean citizenship

• Certificate of English proficiency test
- Applicants should score a minimum of (1) TOEFL iBT 100 or (2) TEPS 430 or (3) IELTS 7 or (4) TOEIC 900
* Note: TOEFL 'MyBest Scores' are not accepted, and test scores are valid for 2 years after the test date.

• Not older than 32 years of age as of 31 December 2023 (born after 1 January, 1991). The

maximum age limit for those who served in the military will be extended accordingly: one year will be extended for those who served for less than one year; two years will be extended for those who served for more than one year and less than two years; three years will be extended for those who served for two years or more.

• Male applicants shall have completed the Korean military service or be exempted from it. Those who will be discharged from military service in the year of the application may also apply.

Education

• Master's degree in Computer Science, Data Science, Public Administration, 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

• Demonstrated experience working in executing data governance frameworks;
• Work experience executing data governance in the context of migration data is an advantage.

Skills

• Competencies related to organizing teams and skills within migration data governance frameworks, and experience with relevant technologies and data system architectures;
• Demonstrated skills, knowledge, and experience in implementing data governance in large organizations.

Languages

For this position, fluency in English and Korean is required (oral and written). Working knowledge of other UN Languages is an advantage.

Note

Please note that this position is only open to nationals of the Korea.

[1] Accredited Universities are the ones listed in the UNESCO World Higher Education Database (https://whed.net/home.php).

Required Competencies:

The successful candidate is expected to demonstrate the following values and competencies:

Values

• **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
• **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.

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 action and delegated work.
• **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

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. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.
• The appointment is subject to funding confirmation.
• Appointment will be subject to certification that the candidate is medically fit for appointment 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.

Documents to be submitted:

1) A complete application PHF and motivation letter in English;

2) A scanned copy of applicant's Resident Register in English;

3) A copy of (Bachelor's/advanced) university degree certificate in English;

4) A copy of English proficiency test certificate (please refer to page 3 of this document));

5) Only for male applicants who have completed the national military service: A certificate of Korean Military Service in English: The maximum age limit for those who served in the military will be extended in accordance with the Support for Discharged Soldiers Act and the Military Service Law;

6) Only for low-income applicants: A scanned copy of a certificate of National Basic Livelihood Security Recipients issued in Korean and its unofficial translation in English;

7) Only for persons with disability: A scanned copy of a certificate of person with disability issued in Korean and English.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 08 September 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 31.07.2023 to 08.09.2023

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.