

Position Title : **Programme Officer (Community Resilience and Peacebuilding)**

Duty Station : **Pemba, Mozambique**

Classification : **Professional Staff, Grade P2**

Type of Appointment : **Fixed term, one year with possibility of extension**

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

Closing Date : **15 August 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; 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; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

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

Context:

IOM-Mozambique is building a new portfolio of activities designed to improve community resilience and reduce the drivers of conflict and displacement in Cabo Delgado. These activities will seek to build social cohesion, civil society, support community-police relationships, and develop livelihood options for marginalized groups. The activities are planned to be implemented across multiple villages and districts, and will require significant coordination, networking, and liaising responsibilities in addition to technical, operational and management oversight.

Under the overall supervision of the Chief of Mission and the direct supervision of Programme Manager (Community Resilience and Peacebuilding (CRP) in Maputo and in close coordination with Head of Sub Office in Pemba, the Programme Officer (Community Resilience and Peacebuilding) will be responsible to support the day-to-day implementation, monitoring and

reporting of the community resilience portfolio in Cabo Delgado.

Core Functions / Responsibilities:

1. In coordination with the National Programme Officer and Programme Manager, assist to oversee the day to day implementation of IOM's community resilience programs in Mozambique by contributing to the effective and timely design, planning, monitoring and evaluation of CRP activities.
2. Facilitate the maintenance and updating of a portfolio-level workplan in collaboration with the programme team, including the maintenance and regular review of project-level workplans.
3. Liaise with key stakeholders and beneficiaries, including counterparts in the government, UN agencies, Non-governmental Organization (NGOs), Civil society Organization (CSOs), local communities and donors. As requested by the Programme Manager, participate in coordination and inter-agency fora relevant to the CRP portfolio.
4. Coordinate and take lead in the execution of reporting processes across the portfolio including weekly/biweekly, Quarterly and annual reports as well as arranging necessary reviews, checking on endorsements and completing entry into internal systems.
5. Check that all project documentation is up to date and entered into internal systems.
6. In coordination with the Programme Support unit, contribute to resource mobilization by providing inputs for the development of new projects, including for the drafting of proposals, and entering into internal systems.
7. Support the production of communication and visibility tools and materials.
8. Implement appropriate monitoring and evaluation tools that support adaptive management and internal learning using IOM Mozambique's Monitoring, Evaluation and Learning strategy
9. In coordination with the Programme Manager and Finance Unit, assist with budget monitoring, including reviewing financial reports and reconciling manual tracking with internal systems.
10. Follow-up with the logistics and procurement team to check that project purchases are received and where applicable distributed in a timely manner.
11. Provide updates to the Programme Manager on the overall implementation of the relevant projects.
12. Undertake travel and perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Development, Political or Social Sciences, Law, 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 implementing community-focused humanitarian or development projects is required;
- Experience in management and capacity building of staff;
- Experience in managing grants and implementing partners is required;
- Experience in implementing peacebuilding, resilience, transition, livelihoods or stabilization activities in conflict-affected areas;
- Experience working with CSOs and overseeing CSO capacity building initiatives is an advantage;
- Experience developing training curriculums and overseeing training programmes is an advantage;
- Experience in adaptive management, outcome-based monitoring and evaluation, and programmatic learning models is an advantage.

Skills

- Strong experience, knowledge and skills in budget monitoring, reporting, monitoring and evaluation and risk management is required;
- Excellent written and oral communication skills are required;
- Familiarity with community resilience, conflict prevention and peacebuilding frameworks, practices and sensitivities;
- Familiarity with project and resource management;
- Understanding of how to apply risk management and conflict sensitivity in insecure, conflict-affected areas is an advantage;
- Knowledge of the region is an advantage.

Languages

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

For this position, fluency in English is required (oral and written). Working knowledge of Portuguese 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 endorsed by the Appointments and Postings Board 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 15 August 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 03.08.2023 to 15.08.2023

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: VN 2023 336 Programme Officer (Community Resilience and Peacebuilding (CRP)) (P2)
Pemba, Mozambique (58285233) Released
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