

Position Title : **Programme Officer (Protection)**
Duty Station : **Pemba, Mozambique**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Special short-term graded, six months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **20 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.

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:

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IOM Mozambique Country Office (CO) operates from the Head Office in Maputo as well as Sub-Offices in Beira and Pemba, and a field office in Nampula. IOM has programming spans across Migration Governance, Peace and Development, as well as Multisectoral emergency and recovery programming related to internal displacement caused by insecurity and extreme weather events. IOM is closely working with the Government of Mozambique and has been providing technical support and assistance to the Government dating back to 1994.

Under the overall supervision of the Deputy Chief of Mission and the direct supervision of the

Programme Manager MHPSS/Protection) and in close coordination with the Head of Migration Management Unit and the Head of Pemba Sub Office, as well as relevant Units and Programmes in Mozambique CO, the Programme Officer (Protection) will be responsible and accountable for the coordination and implementation of Individual Protection Assistance (in-kind) activities under Mozambique CO's integrated Protection-Mental Health and Psychosocial Support (MHPSS) Programme. They will proactively engage in identification, assessment and delivery of direct assistance for the affected populations in Cabo Delgado, Nampula, and Sofala. The incumbent will support the coordination of community based MHPSS activities in three provinces with frequent duty travel to the districts and other provinces.

Core Functions / Responsibilities:

1. Coordinate the implementation of Individual Protection Assistance (IPA) activities under Integrated Protection-MHPSS Programme in Cabo Delgado, Nampula, and Sofala in line with IOM IPA Standard Operating Procedures (SOP)s and IOM Protection in Humanitarian Action (PiHA) guidelines.
2. Monitor and assist with the implementation of capacity building activities of key stakeholders involved in the response on Protection and MHPSS related topics in line with Inter-Agency Standing Committee (IASC) Guidelines. Trainings will be offered to government and non-government entities involved in the response of National Institute for Disaster Management (INGD), provincial government, Non-Governmental Organization (NGOs), Community-based Organizations.
3. Organize capacity building activities for Mozambique CO's staff including but not limited to Camp Coordination and Camp Management (CCCM,) Shelter/Non-Food Items, and Displacement Tracking Matrix (DTM) teams.
4. Liaise with relevant governmental counterparts, mainly in the Attorney General's Office, the Ministry of Gender, Children and Social Action, the Ministry of Health and others on aspects and initiatives related to Protection and MHPSS.
5. Participate in relevant cluster and working group meetings (Protection cluster, Gender-Based Violence (GBV) sub-cluster, Child Protection sub-cluster, Protection Working Group, MHPSS working group and others as appropriate).
6. Compile data analysis and accurate information on project progress, completion of activities and project performance indicators for donor reporting, as well as other internal and external reports and updates, in response to internal or external requests.
7. Facilitate the adequate inclusion of Protection and MHPSS in the recovery and durable solutions framework which focuses on capacity-building for existing structures such as the Reference Groups on Child Protection and Trafficking in Persons, the Community Committees on Child Protection, the district MHPSS Focal Points, and others.
8. Contribute to the development of MHPSS and Protection tools for Mozambique with particular focus on assessment, monitoring and evaluation tools to be used by national level actors.
9. Check that team members adhere to IOM rules and regulations including relevant IOM and United Nations Department of Safety and Security (UNDSS) security procedures and requirements.
10. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in International Relations, Social Sciences, Public Health, Psychology, Social Work, Law 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 implementing Protection and/or mental health and psychosocial support (MHPSS) programmes;
- Experience in training, capacity building and knowledge transfer;
- Demonstrated expertise in one or more disciplines of Protection and/or MHPSS programming;
- Experience in emergency, recovery or fragile settings;
- Demonstrated experience in coordination and liaison with government authorities, knowledge and structures and functions of provision of basic services, of national, UN and international health agencies and donors; and,
- Previous working experience in Mozambique or Southern Africa region is advantageous.

Skills

- In depth theoretical and practical knowledge of and the IASC Mental Health and Psychosocial Support in Emergency Settings guidelines and associated products (e.g., IASC Assessment toolkit, the 4Ws mapping tool, M&E framework, and the Health, Protection and CCCM booklets);
- Strong networking capacities for constructive relationships with all humanitarian actors (e.g., OCHA, ICRC, the Mozambican Cross, Cluster Leads, UN agencies, INGOs, NNGOs and CBOs), Donors and relevant Government Line Ministries;
- Familiarity with the humanitarian architecture (cluster system), humanitarian appeals, humanitarian response plans and common humanitarian funds;
- Demonstrated ability to deliver quality assignments under tight timeframes;
- Ability to work independently, to follow leads and to be innovative in obtaining and triangulating information from a variety of sources;
- Solid computer skills, including proficiency in MS Office package (Office, Excel, Power Point, Outlook), internet and Email; and,
- Proven ability to supervise, coach, direct staff, and manage operations in transitional contexts.

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 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 20 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 07.09.2023 to 20.09.2023

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.

Requisition: SVN 2023 324 Programme Officer (Protection) (P2) Pemba, Mozambique (58342169)
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