

Position Title : **Regional Thematic Specialist (Data and Analysis)**
Duty Station : **Nairobi, Kenya**
Classification : **Professional Staff, Grade P4**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **03 October 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. External female candidates:
3. Candidate 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 of IOM and female candidates.

Context:

Under the overall supervision of the Regional Director for East and Horn of Africa (EHOA), the direct supervision of the Senior Regional Policy & Programme Coordinator, the technical guidance of the Director of IOM's Global Data Institute (GDI), and in close collaboration with respective units in headquarters (HQ) and thematic specialists at the Regional Office (RO), the successful candidate will be responsible for managing the Regional Data Hub (RDH) in the EHOA. The successful candidate will coordinate data and research-related activities at the regional level, while providing technical support in these areas to Country Offices (COs), working closely with Regional Thematic Specialists (RTSs) on respective topics on migration and displacement as of relevance to the region and coordinating with partners at the regional, sub-regional and national level, in close coordination with the Research and Liaison Policy units in the regional office.

The RDH aims to support evidence-based strategic and policy level discussion on human mobility through a combined set of initiatives including strengthening of regional primary and secondary data collection and analysis; increasing information management capacity across countries, providing technical support to ensure harmonization and interoperability of key methodologies, tools and data used to monitor human mobility, and the engagement of key stakeholders and governmental counterparts in migration dialogues and consultation. Activities and objectives of the RDH is in line with the objectives of IOM Migration Data Strategy and strategic regional objectives of contributing to: 1) strengthening of the regional evidence base on migration; 2) developing the data and information management capacities of states, Regional Economic Communities and other key partners; and 3) ensuring more evidence-based IOM and UN-wide engagement in the region.

The successful candidate will oversee data and research related to migration and displacement in the Region, the production of regional mixed migration analyses in partnership with relevant regional, national, and sub-regional bodies, including academic institutions, NGOs, private actors, and civil society organizations. The successful candidate will also provide technical support to design capacity development initiatives for governmental stakeholders on strengthening migration (and where relevant displacement) data at the regional and national level, acting as main focal point for collaboration. They will be responsible and accountable for providing coordination and management support to Thematic Units and COs in the East and Horn of Africa in the development and implementation of the country and regional level data and research strategy in line with the IOM's Global Migration Data Strategy.

Core Functions / Responsibilities:

Technical support and Coordination

1. Lead the identification, analysis and interpretation of trends or patterns, using statistical methods to identify relevant features and variables in structured and unstructured sources of information and data; as well as providing guidance along the full data analytics lifecycle analysis (including data requirements, activities and design).
2. Represent IOM on technical data and research matters in inter-agency, regional and global meetings, and workshops, in coordination with relevant colleagues in the RO; present in seminars, workshops and conferences, and contribute to inter-agency publications and reports, ensuring that IOM global and regional capabilities are well reflected both on migration and displacement in coordination with relevant departments.
3. Lead the design of governmental statistical development initiatives in collaboration with IOM Country Offices to strengthen the regional evidence base on migration and displacement in close liaison with national statistical offices (NSOs), key line ministries and Regional Economic Communities (RECs) aiming to enhance the production, harmonization and dissemination of official migration statistics.
4. Lead the research efforts in East and Hon of Africa on migration and displacement (including durable solution), including by designing and implementing large scale assessments and thematic surveys as per regional programmatic needs. Coordinate the regular publication of research reports, academic papers, policy brief and information products on mixed migration and related topics with a regional perspective in coordination with relevant focal points at the national and regional level and with relevant partners. Ensure the organization of regular dissemination activities or events for internal and external stakeholders.
5. Establish, maintain and strengthen partnerships with United Nations organizations, governments, international non-governmental organizations and academic partners to develop evidence based and promote the use of IOM's data and resources.
6. Ensure regular coordination and information sharing with IOM country offices data and

research officers/units and with other regional data hubs, RTSs, and HQ Departments, especially the GDI, including by maintaining a regional repository of data, information products and tools used at Country Offices.

7. Lead the mainstreaming of the Migration Data Strategy (MDS) into country strategies and streamlining of the data and research work at the regional level. Provide data and research guidance to Project Managers through sharing of information with the COs at the regional level and general technical support upon request from the field, ensuring a coherent and strategic regional approach.

Management of projects and mobilization of resources

8. Identify new regional programmatic opportunities and describe and justify program possibilities, consistent with approved program and ongoing activities. Design, supervise and monitor ongoing internal and external data initiatives and activities including, but not limited to: the Displacement Tracking Matrix (DTM), measuring migration in population censuses; improving administrative records on migration; Sustainable Development Goal indicators and Migration Governance Indicators (MGIs); follow-up to data-related objectives of the Global Compact on Migration (GCM); supporting Knowledge Management (KM); counter-trafficking data; Migration, Environment and Climate Change (MECC) data. Renew country and/or regional activities and recommend program improvements.

9. Identify needs and opportunities for data products, activities and initiatives and produce coordinated, well-written project proposals both specifically on data and analysis and as part of other proposed project and program initiatives.

10. Engage and liaise with potential donors in support of the RDH and its work.

Lead technical team and collaborate across organization

11. Supervise the Regional Data Hub Team, provide guidance and capacity-building to its staff and develop a strategy to support a coherent data and research approach in the region. Plan, develop and oversee the implementation of all activities of the RDH, ensuring quality output, allocation of resources to achieve the identified outputs, selection of personnel and partners, and overall management functions.

12. Review, endorse and track data and research-related project proposals developed by country offices in the region, and provide regular updates to the relevant HQ Divisions on projects endorsed. Provide project endorsement in coordination with relevant HQ Divisions and RTSs.

13. Oversee the implementation of the DTM initiatives and activities in the Region in accordance with global standards and methodologies, in close coordination with the global DTM support team in IOM's GDI. Identify synergies with thematic areas (Labour Migration, Counter-Trafficking and Migrant Protection, Transition & Recovery, Emergency Response, Migration Health, Migration, Environment and Climate Change etc.), in close coordination with Regional Thematic Specialists, IOM HQ and IOM Country Offices.

14. Plan, develop and supervise the implementation of all activities of the RDH ensuring quality output, allocation of resources to achieve the identified outputs, selection of personnel and partners, and overall management functions. Provide technical guidance and oversight of Programme Officers, Technical Advisors, Project Assistants and Operational teams and assign tasks in compliance with programme implementation strategy.

15. Supervise a multi-cultural team comprised of permanent and temporary highly technical staff (GIS, Data, Analysis, Statisticians, etc.)

16. Keep abreast of policies, international standards, global initiatives, academic and policy-oriented research and publications, specific developments in the East and Horn of Africa Region to improve future coordination.

17. Provide on-site or remote direct operational and technical support to data initiatives and programming in the Region as required, including regular travel to IOM Country Offices to support their implementation.

18. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in computer information systems, geospatial science, computer science, data science, statistics, computational social sciences and social studies, including demography and economics, migration studies, information management, sociology, disaster risk management or a related field from an accredited academic institution with seven years of relevant professional experience; or,
- University degree in the above fields with nine years of relevant professional experience.

Experience

- Experience in humanitarian emergencies an asset;
- Experience in the development and implementation of the Displacement Tracking Matrix (DTM) or similar assessment and information management activities an asset;
- Experience in a wide variety of software applications including GIS, Database, and Visual analytics required;
- Demonstrated understanding of qualitative and quantitative research methods;
- Demonstrated ability to supervise and manage staff at an operational level humanitarian emergencies an asset;
- Experience in Information Management or Disaster Risk Management an asset;
- Experience in the development and implementation of population database an asset;
- Experience in analysis and use of official statistics and primary and secondary data, as well as data innovation initiatives a requirement;
- Experience in designing data analysis and research methodologies on human migration and/or mobility and finalizing research reports a requirement;
- Experience in developing and coordinating and working on capacity-building programmes, preferably related to data;
- Experience in working with a broad range of institutions producing relevant data and analysis, including national migration agencies, statistical offices, regional bodies, UN agencies, academia, civil society and the private sector, among others; and,
- Working experience in the region is an asset.

Skills

- Extensive and in-depth knowledge of technologies for cleaning, preparing, and transforming raw data for data analysis and visualization projects is required;
- Demonstrated understanding of information processes such as data collection, analysis, visualization, and reporting is required;
- Knowledge in GIS, R programming, Adobe suite, Power BI and/or Power Query is an asset;
- Knowledge of the latest technological developments in information technology and information system an asset;
- Ability to assist the creation of IM-related technical requirements and Standard Operating Procedures an asset;
- Demonstrated team building and information management skills required;
- Ability to deal with tight deadlines from multiple clients/teams;
- Excellent organizational skills;
- Excellent English writing and editing skills required; and,
- In depth knowledge of the broad range of migration related subject areas dealt with by the Organization an asset.

Languages

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

For this position, fluency in English is required (oral and written). Working knowledge of French and Arabic 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 3

- **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 3

- **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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 03 October 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 20.09.2023 to 03.10.2023

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 423 Regional Thematic Specialist (Data and Analysis) (P4) Nairobi, Kenya (58368717) Released

Posting: Posting NC58368718 (58368718) Released