

Position Title : **Protection Officer (Gender-Based Violence)**
Duty Station : **Kaiserslautern, Germany**
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 : **10 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. 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's operations cover diverse thematic areas such as: Humanitarian Relief Assistance, Protection (including Gender based Violence and Child Protection), Shelter and Non-food items, Health and Psychosocial Support, Resettlement, and Movement Management.

Under the overall supervision of the Assistance Programme Coordinator, the direct supervision of the Protection Coordinator, and in collaboration with relevant teams onsite, the Protection Officer (Gender-Based Violence) will be responsible and accountable for the following:

Core Functions / Responsibilities:

1. Provide technical, administrative and logistical support to the Protection Coordinator in

relation to general coordination and prioritization of protection activities across the areas of protection mainstreaming, casework and community based protection with the focus on Gender-Based Violence (GBV).

2. Supervise a protection field team composed of case workers specialized in GBV, and organize the protection team's work.
3. Coordinate closely with Protection Officers and teams specialized in General Protection and Child Protection, as well as Mental Health and Psychosocial Support (MHPSS) and other teams within the AP and partners to support the implementation of functional referral pathways.
4. Liaise with relevant stakeholders and counterparts on protection/GBV matters, in close coordination with the supervisor.
5. Identify gaps and challenges in the implementation of protection activities, including protection mainstreaming and GBV and community-based protection, and recommend possible solutions to the Protection Coordinator.
6. Contribute to the development and implementation of GBV strategies; support GBV needs assessments and safety audits, produce, share and discuss reports and recommendations from findings with Protection team and Assistance Programme (AP) management.
7. Support analysis of the achievements of GBV activities and organize monitoring activities to identify technical quality of services, evaluate gaps in performance of team and recommend amendments/adjustments to the work plan accordingly.
8. Monitor GBV-related outcomes and provide technical inputs for the development of effective beneficiary feedback and complaints mechanisms.
9. Provide technical inputs to contribute to the development of protection/GBV standard operating procedures (SOPs), reports within the frames given by data protection, and monitoring tools (such as from reporting templates, SOPs and relevant referral pathways, etc.) in line with global and IOM standards on GBV programming, with the aim to ensure the integrity and the quality of the specialized programming.
10. Provide technical and process support for the establishment and functioning of Protection Information Management (PIM) system and regular records updating.
11. Facilitate the mainstreaming of Protection from Sexual Exploitation and Abuse (PSEA), safeguarding and Accountability to Affected Populations (AAP) mechanisms in protection activities.
12. Evaluate and document training needs within the protection team as well as across AP and organize or conduct training sessions on GBV prevention, mitigation and response as well as the development of referral procedures and improving procedures/practices around GBV disclosures.
13. Help consolidate weekly reports on protection activities, red flags and recommendations for AP management.
14. Participate in internal and external coordination meetings as requested by the Protection Coordinator.
15. Support Protection Coordinator in relevant logistical and administrative arrangements.
16. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Social Work, Political or Human Sciences, International Law, 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

- Experience working on GBV programming and/or with GBV survivors in an emergency or post-conflict environment.
- Experience in humanitarian affairs and/or development relating to migration, refugee, internally displaced persons (IDP) issues, showing increasing levels of responsibility; field experience preferred.
- Demonstrated experience on GBV case management, including capacity building, supervision and coaching of caseworkers, development and revision of technical tools; and field experience.
- Experience in conducting ethical safe assessments, data collection, and information-sharing.
- Excellent track record of effective working relationships with government and non-government partners and communities.
- Experience in project management, results-based management, Monitoring, Evaluation, Accountability and Learning (MEAL), Monitoring & Evaluation (M&E) and Knowledge of Protection Information Management (PIM) is an asset.
- Experience should include fieldwork in multiple duty stations.
- Working experience in the hardship conditions is asset.

Skills

- Proven work ethics and commitment to humanitarian principles.
- Demonstrated leadership skills and ability to establish and maintain effective working relationships with persons of diverse cultural and national backgrounds.
- Excellent organisational, facilitation, communication, presentation and analytical skills.
- Ability to locate and apply key GBV resources including IOM's Gender-Based Violence in Crises (GBViC) Framework and toolkit; GBV Standard Operating Procedures; GBV Information Management System; Inter-Agency Standing Committee (IASC) GBV Guidelines; IASC Gender Handbook; Inter-agency Minimum Standards on GBV in Emergencies; GBV Area of Responsibility (AoR) Handbook for Coordinating GBV Interventions in Emergencies; World Health Organization (WHO) Ethical and Safety Recommendations for Researching, Documenting and Monitoring Sexual Violence in Emergencies.
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint.
- Understanding of IASC humanitarian architecture and global GBV initiatives.
- Sound knowledge of Protection/GBV standards.

Languages

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

For this position, fluency in English is required (oral and written). Working knowledge of Dari and/or Pashto is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

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 10 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 27.09.2023 to 10.10.2023

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 420 Protection Officer (Gender-Based Violence) (P2) Kaiserslautern, Germany (58386009) Released

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