

Position Title : **Protection Officer**
Duty Station : **Cairo, Egypt**
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 : **23 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; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

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

Context:

Under the overall guidance of the Senior Regional Thematic Specialist (RTS) for Protection and the direct supervision of the Programme Coordinator (Protection) based at the Regional Office (RO) for Middle East and North Africa (MENA), the Protection Officer will support the implementation of regional protection projects managed by the RO MENA (Regional workpackage under the Phase VI of the Regional Development and Protection Programme – Protection window, and inter alia the Regional protection allocations under the French and Spanish Voluntary contributions), provide technical support to County Offices (COs) in core areas of interventions and support protection mainstreaming across IOM programmes in the MENA region.

Core Functions / Responsibilities:

1. Support the overall implementation of the Regional workpackage under the Phase VI of the Regional Development and Protection Programme – Protection window, including its financial, administrative and technical implementation, in compliance with IOM policies and standards, as well as Donor requirements, agreed timeline and deliverables. The Protection Officer will assist with activities that include inter alia the development and review of regional guidance and capacity development tools, the organization of regional events, inception and review of research, trainings and technical guidance documents.
2. Provide technical support in analyzing protection related trends and issues in view of strategic, programme implementation and programme-specific funding opportunities, including by reviewing, summarizing, and analysing, child protection, counter trafficking, gender based violence, protection at borders, protection & climate change and/or alternatives to detention developments in the MENA region.
3. In close coordination with the Programme Coordinator and relevant Units (Supply Chain, Finance, Media and Communication, etc.), participate in monitoring and coordinating the work of staff members, Consultants, Implementing Partners and Service Providers recruited to support and/or undertake specific activities.
4. Draft and/or produce progress and other reports and facilitate proper information exchange on all operational aspects of the programmes between IOM, the programmes' donors and other stakeholders in line with IOM and donor requirements and in close coordination with relevant headquarter (HQ) specialists, RO MENA RTS, COs, United Nations (UN) Agencies and partners as necessary.
5. In close coordination with the Programme Coordinator, facilitate adequate information management on protection activities through knowledge management systems, and draft regular updates, summaries, press releases and other relevant materials that promote visibility of project outputs internally and externally as well as IOM's visibility on Protection in the MENA region.
6. Provide technical and administrative support for the identification of capacity building needs on protection issues and their translation into concrete capacity building products for the benefit of IOM field staff, implementing partners and other stakeholders within active projects and beyond, in close coordination with the Programme Coordinator and in close collaboration and guidance of the Senior Migrant Protection and Assistance (PXD) RTS.
7. Support RO efforts in the identification of stakeholders and donor priorities and strategies by contributing to the development of follow up initiatives and programming, and drafting technical inputs for the development of advocacy, capacity building, and project proposals, including in relation to protection of migrants, displaced populations, host communities, Gender-Based Violence (GBV), Protection-Climate Change Nexus and Protection Mainstreaming, in line with institutional initiatives, and in close coordination with and guidance from the Programme Coordinator and the Senior PXD RTS.
8. Provide technical review and guidance for the day to day implementation and monitoring of protection projects in the MENA region.
9. Participate in relevant conferences, workshops, steering committees and technical working groups, as well as other forums, to facilitate proper coordination and presentation of IOM activities.
10. Undertake Duty travels to project implementation countries as required.
11. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Social Sciences, International Relations, Conflict Management, Humanitarian Affairs 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 the field of migration and/or protection including migrants, refugees, internally displaced persons, victims of trafficking and child protection (required).
- Experience with regional programs and / or working with different countries in Middle East and North Africa (required).
- Experience in delivering Protection trainings to internal and external audiences (required).
- Experience in liaising with governmental authorities, national / international institutions, United Nations agencies and non-governmental organizations desired.
- Prior experience working with IOM or another UN agency desired.

Skills

- Demonstrated written and oral communication skills, effective in representation and liaison with external parties (required).
- Good interpersonal and problem-solving skills (required).
- Excellent computer literacy (Microsoft Word and Excel) (required).
- Proven knowledge of migration issues in the MENA region is an advantage.
- Reliable, efficient, high level of professionalism, organizational skills and ability to work under pressure and adhere to strict deadlines.

Languages

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

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

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 23 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 10.10.2023 to 23.10.2023

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 451 Protection Officer (P2) Cairo, Egypt (58412375) Released

Posting: Posting NC58412376 (58412376) Released