



International Organization for Migration (IOM)
The UN Migration Agency

VACANCY NOTICE

Open to Internal and External Candidates

SUBJECT TO FUNDING

Position Title : **Senior Programme Assistant - Protection**
Vacancy No. : **IOMRONBO/VN/002/2023**
Duty Station : **Regional Office, Nairobi, Kenya**
Classification : **General Service Staff, Grade G6**
Type of Appointment : **One Year Fixed Term Contract (with possibility of extension)**
Estimated Start Date : **As soon as possible**
Closing Date : **March 9, 2023**

The International Organization for Migration (IOM) is the UN Migration Agency. With 174 member states it is committed to the principle that humane and orderly migration benefits migrants and society. Established in 1951 and now active in over 400 field locations worldwide, IOM works with partners, government and civil society to:

1. Assist in meeting the operational challenges of migration and mobility
2. Advance understanding of migration issues
3. Encourage social and economic development through migration; and
4. Uphold the human dignity and well-being of migrants and mobile populations.

IOM is committed to a diverse and inclusive environment. Internal and External candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

IOM's Regional Office for the East and Horn of Africa supports and monitors the following countries: Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda. Through a team of specialists, the Regional Office supports the development, implementation, monitoring, reporting and evaluation of projects and initiatives undertaken by country offices and regional programmes.

Context:

The overall Better Migration Management Programme is a regional, multi-year, multi-partner programme co-funded by the EU Trust Fund for Africa and the German Federal Ministry for Economic Cooperation and

Development (BMZ) coordinated by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). IOM is one of the main implementing partners for the programme along with UNODC, CIVIPOL and the British Council. This three-year project will be implemented in the following countries – Djibouti, Ethiopia, Kenya, Somalia, South Sudan, and Uganda

The Better Migration Management (BMM) programme aims to improve migration management in the region, and in particular, to address Trafficking in Persons (TiP) and Smuggling of Migrants (SoM) from and within the East and Horn of Africa (EHOA) region. More specifically, the programme is expected to strengthen national and regional migration governance in accordance with the global and regional frameworks; increase national and cross-border cooperation on trafficking and smuggling cases between investigation, prosecution, courts and other state as well as non-state actors in accordance with international standards; and improve the prevention of trafficking in persons and protection of vulnerable migrants at local, national and regional level ensuring appropriate assistance and support for victims of trafficking in human beings, taking into account the gender specificity of the phenomenon and the particular vulnerability of women and children.

Under the overall supervision of the Senior Regional Programme Manager -BMM and direct supervision of the Deputy Regional Programme Manager, IOM seeks a proactive individual to provide technical support in the implementation of the BMM programme through, assisting in the coordination, implementation, monitoring of and reporting on activities under the protection component of the BMM programme.

Core Functions / Responsibilities:

In particular he/she will:

1. Assist the programme manager to monitor missions' protection activities under the BMM III programme work plans in coordination with the protection thematic specialist and in compliance with IOM policies and donor requirements.
2. Contribute to the development of programme work plans in good time to facilitate effective implementation of the programme activities.
3. Take the lead role in the organization of protection capacity building activities including but not limited to, liaising with potential trainers, developing agendas, identifying venue, facilitating invitations, preparing materials, preparing and completing administrative requirements, and facilitating transportation and logistical arrangements as necessary, in line with the financial, technical and human resources of the project.
4. Serve as the focal point of the BMM-protection activities at the Regional level under the guidance of the Regional Protection Thematic Specialist, and Deputy Regional Programme Manager.
5. Provide information and contribute to the preparation of all donor reports in a timely manner.
6. Assist in monitoring the status of the programme, compile, summarize and present information/data on activities and produce reports on a regular basis, with regards to protection related activities.
7. Assist in developing new proposals as well as fundraising documents in line with IOM guidelines and as instructed by supervisors.
8. Attend donor/partner/Government coordination meetings and events as instructed.

9. Undertake duty travel related to programme implementation as tasked by the Senior Regional Programme Manager- BMM and Deputy Regional Programme Manager.
10. Perform any other duties as may be required from time to time in the programme unit.

Required Qualifications and Experience

Education

- Bachelor's degree in a related field, such as the Social Sciences, Business and Admin, or Law from an accredited academic institution with four years of relevant professional experience; or,
- School diploma with six years of relevant experience.

Experience

- At least four (4) years of professional work experience with United Nations Agency, Non-Governmental Organizations (NGOs) or in the private sector in management of migration programmes; and,
- Experience in working with migrants, refugees, internally displaced persons, victims of trafficking and other vulnerable groups.

Skills

- Proficient in computer software: Microsoft Office (Outlook, Words, Excel and Internet Explorer). In particular, strong command of Excel is required.
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.
- Strong communication, organizational and interpersonal relationship skills.
- Hard working, good team player, dedicated, ability to monitor and follow up on pending matters;
- Ability to meet deadlines and work under pressure with minimum supervision;

Languages

Required: Fluency in English and Kiswahili is required. Working knowledge of French; and/or any other UN Official language is advantageous.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- 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.

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 action 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.
- Empowering others & building trust - creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking & vision - works strategically to realize the Organization's goals and communicates a clear strategic direction.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation. Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

How to apply:

Submit cover letter indicating the Position Title & Vacancy Notice Number (VN No.), and CV with telephone and e-mail contacts including 3 Referees (Supervisors) to: IOM, RO Human Resources Department, via e-mail to ronairobihrdrec@iom.int

Closing Date: 09 March 2023

Only Shortlisted Applicants will be contacted.

NOTE

NO FEE: The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process, or training). IOM does not concern itself with information on applicants' bank details.

Posting period:

From: **24.02.2023** to **09.03.2023**