



International Organization for Migration (IOM)  
The UN Migration Agency

### **VACANCY NOTICE**

#### **Open to Internal and External Candidates**

Position Title : **Regional Program Communications and Visibility Officer (Better Regional Migration Management)**

Vacancy No. : **IOMRONBO/VN/001/2022**

Duty Station : **Regional Office, Nairobi, Kenya**

Classification : **National Officer, Grade NO-B**

Type of Appointment : **One Year Fixed Term Contract (with possibility of extension)**

Estimated Start Date : **As soon as possible**

Closing Date : **August 31, 2022**

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:**

Under the overall and administration supervision of the Regional Director of the East and Horn of Africa (EHOA) and direct supervision of (1) the EHOA Media, Communication and Visibility – Regional Communications Officer and Spokesperson (RCOS); (2) the Senior Regional Programme Coordinator (Better Regional Migration

Management) and the overall technical supervision of the Senior Regional Thematic Specialist, Labour Mobility and Social Inclusion, and in cooperation with the BRMM Program Officer the successful candidate will be responsible for the implementation of the BRMM Communication and Visibility Strategy and Action Plan of the Better Regional Migration Management Programme (BRMM) and for creating synergies with related regional project activities, including IOM’s Joint Labour Migration Program (JLMP), IDF EAC and other relevant regional and national EHOA programs/projects. The BRMM program contributes to the overall EHOA communication and visibility strategy.

Launched in August 2021 with funding from the Foreign, Commonwealth and Development Office (FCDO), the Labour Mobility and Regional Integration for Safe, Orderly and Humane Labour Migration in East And Horn Of Africa: East Africa Migration Management Regional Better Migration Management aims to enhance labour migration governance and protection of migrant workers and their family members’ human, social and labour rights through intra and inter-regional cooperation on a whole of government and whole of society approach, to support regional integration and facilitate mobility for transformative inclusive and sustainable economic growth as well as youth and women empowerment. More specifically, the programme is expected to strengthen national and regional Labour migration governance in accordance with the global and regional frameworks; increase national and cross-border cooperation on labour mobility; promote ethical recruitment and protection of migrant workers’ rights; and enhance avenues for safe, regular, and humane labour migration and mobility pathways through Free Movement Protocols/Common Market Protocols and Bilateral Labour Migration Agreements (BLMAs).

The program has four pillars and IOM has lead role:

- Pillar 1: Mobility, Regional Integration, Social Cohesion including EAC Common Market Protocol/IGAD FMP, others (AfCTA) inclusive of a BRMM/RMFM Regional Media and Communication Strategy and Action Plan
- Pillar 2: Ethical Recruitment, BLMAS, Consular cooperation, Migrant workers’ and their families’ rights
- Pillar 3: Returning migrant workers and members of their families’ vulnerabilities, protection needs and risks, return and reintegration in the East and Horn of Africa
- Pillar 4: Gender responsive migration governance in the EHOA region

A robust BRMM/RMFM communication and visibility action plan will support the aims of the programme. The regional programme works at two levels: the regional and national levels. At the regional level, IOM proposes to work with both RECs and their Member States through the Regional Ministerial Forum on Migration (RMFM) and its Technical Working Groups (TWGs). At the national level, the programme will support Member States in enhancing their capacities in policy and practice leading to greater impact and faster results, engaging local government and non-government partners, from the diaspora, private sector, and civil society. The priority countries for the BRMM countries are Burundi, Ethiopia, Kenya, Rwanda, Somalia, South Sudan and Uganda.

**Core Functions / Responsibilities:**

In particular he/she will:

1. Coordinate the implementation of the regional BRMM communication and visibility (C&V) strategy and community-centered action plan for IOM Regional Office EHOA and involved country offices with a focus on combating xenophobia and racism, and promoting gender issues and migrant rights, social cohesion and integration.
2. Participate in the development of relevant communications and visibility interventions for RMFM and its TWGs.

3. Take stock of the IOM DISC materials and tools, non-exclusive nor exhaustive, and develop customized communications and visibility products for the project taking into consideration the donor visibility requirements and in close coordination with the IOM country teams (e.g., information sheets, info graphics, branded materials, press notes, social media feeds and human-interest stories).
4. Develop content for IOM Regional and Country Office social media platforms.
5. Develop and provide trainings on MC&V issues for internal IOM and external stakeholders (media, journalists etc)
6. Contribute to the development of a bi-monthly BRMM/RMFM newsletter
7. Assist in building and strengthening relationships with local, regional, and international journalists, media outlets and social media influencers in the region to highlight and raise the visibility of IOM's work and its positive impact in the region
8. Organize outreach events designed to raise IOM's visibility in the region, building on various data initiatives, help change negative perceptions of migration.
9. Coordinate timely and quality development and dissemination of BRMM media contents on the global and EHOA RO IOM website, country website and via other media channels (e.g., social media platforms).
10. Assist in developing high quality text stories, photos, video and audio content material, for the global, regional, and national IOM websites and social media platforms.
11. Coordinate closely with the RO BRMM team and country missions implementing the project in developing country specific communications and visibility reports and materials that meet the required standards.
12. Coordinate with the RO BRMM team and country missions implementing the project on media engagement. Provide talking points to HQ, RO EHOA, the country missions and others regarding media request and interview opportunities.
13. In coordination with the FCDO BRMM EHOA program management team (RC, PRM, SLI RTS, M&E) respond to internal and external information requests related to the project.
14. In cooperation with the M&E RO BRMM FCDO focal point, contribute to the development of a M&E framework to capture the reach and impact of project's messaging and events and report against relevant indicators.
15. Provide monthly progress report for the de-briefing with the donor and contribute to the programs interim/final reporting on what concerns C&V activities, action plans and strategy.
16. Perform such other duties as may be assigned.

### ***Required Qualifications and Experience***

#### **Education**

- Master’s degree in Journalism, Communications 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**

- Demonstrated high competency as a writer and editor in English (native or similar level); as well as EHOA languages
- Experience of graphic design, web, social media, photography and video production;
- Familiarity with international organizations (and preferably with UN systems);
- Possess previous working experience with other UN agencies

### **Skills**

- Strong communications and interpersonal skills, as well as strategic and creative thinking;
- Efficiency, flexibility, high level of professionalism and ability to work under pressure and adhere to strict deadlines;
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Ability to effectively incorporate guidance provided;
- Ability to guide and supervise staff and coordinate administrative matters.

### **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 and CV, including daytime telephone and e-mail contact to: International Organization for Migration (IOM), RO Human Resources Department, send via e-mail to [ronairobihrdrec@iom.int](mailto:ronairobihrdrec@iom.int)

**Closing Date: 31 August 2022**

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: **18.08.2022** to **31.08.2022**