



IOM International Organization for Migration

## SHORT VACANCY NOTICE

### Open to Internal & External Candidates

Position : **NATIONAL PROJECT OFFICER (MM/CT)**  
Organizational Unit : **Migration Management – Migrant Protection Assistance**  
Duty Station : **Lagos**  
IOM Classification : **NO-A**  
Type of Appointment : **Special Short Term (SST) Grade Equivalent Contract (Renewable)**  
SVN No. : **SVN2018/44**  
Estimated Start Date : **As soon as possible**  
Closing Date : **05<sup>th</sup> July, 2018**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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 environment. Internal candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **Context:**

Irregular migration along the Central Mediterranean route is increasingly dangerous for migrants. Crossing the Mediterranean to Italy is by far the deadliest route, with 1 death recorded for 35 arrivals (IOM, 2016). In addition, over 70% of the migrants interviewed by IOM on their arrival in Italy report that they were victims of trafficking or other exploitative practices during their migratory journey along the routes of the Central Mediterranean.

To meet these challenges, the European Union (EU) and the International Organization for Migration (IOM) have developed the Joint Initiative for Migrant Protection and Reintegration in Africa (hereinafter "Joint Initiative"). Complementing this programme, IOM is also planning to implement additional projects that aim to protect the security, dignity and rights of returning migrants from along this important and dangerous migration route and to help improving the reintegration of returnees through an innovative approach. This will be achieved through different types of interventions including protection and assistance to vulnerable and stranded migrants, assistance for voluntary return, support for sustainable reintegration in the communities of origin, the dissemination of accurate information on migration to migrants, potential migrants and communities, and the collection of data on migration flows. The Initiative and complementing projects will aim at strengthening the technical and material capacities of the authorities and organizations involved in these areas so that they can ultimately take over policies and programmes related to the protection and reintegration of migrants in the region, with a view to improving the governance of migration in the region.

Working under the overall supervision of the Programme Officer (MM/MPA) and the direct supervision of the Project Officer (MM/CT), Lagos, the successful candidate will contribute to the implementation of projects under the Migration Management Programme, addressing prevention of human trafficking and provision of direct assistance to trafficked victims and implementation of service delivery support by partners and the sustainable rehabilitation and reintegration of VoTs as required under the Migration Management Unit.

### ***Core Functions / Responsibilities:***

1. Coordinate the implementation of counter-trafficking and victim protection activities and deliverables, including timely delivery, quality control, administrative matters and financial oversight under MMU.
2. Monitor the case-management of vulnerable migrants and victims of trafficking and support, including conducting screening interviews and intake as required;
3. Maintain regular liaison and coordination with senior level government counterparts on issues pertaining to vulnerable migrants and counter trafficking and maintaining good relations, including participation in relevant fora;
4. Monitor and carry out individual consultations with victims of trafficking and provide immediate rehabilitation and recovery support, and follow-up, including medical care, psychological counselling, emergency assistance, hospitalization, as well as shelter assistance for consulted persons, if needed. Ensure adherence to IOM's internal guidance, policies and principles in the identification of target groups and assistance provision;
5. Supervise and guide the national staff involved in the implementation of the CT/AVM programming. Establish and maintain sound working relations, ensuring information exchange on all operational aspects off the CT/AVM projects. Participate in recruitment processes and train local staff, as required. Conduct regular performance appraisals of project staff.
6. Provide material and overall training support to relevant state and non-state actors, including training institutions, involved with providing rehabilitation and sustainable reintegration assistance.
7. Participate in development of sound monitoring, evaluation, and quality control procedures for the respective CT/AVM programming.
8. Support the development of contextualised standardized victim screening, identification, referral and reporting tools, including respective indicators and launch at state level.
9. Plan and implement awareness raising activities for VoTs on their rights and available protection, as well as with private sector actors supporting rehabilitation and reintegration efforts.
10. Monitor and provide technical guidance to implementing partners delivering CT/AVM services on behalf of IOM; Identify the training and capacity building needs of relevant counterpart Ministries, Departments, Committee members, and Non-Governmental Organizations (NGOs);
11. Participate in analysis of trafficking and exploitation data received from governmental and non-governmental counterparts and address vulnerability issues among Protection Sector as well as relevant task forces, in coordination and collaboration with the IOM Protection Team. Coordinate with the partners in identifying risk factors and vulnerabilities among displacement sites/communities.
12. Draft periodic and regular reports covering CT/AVM activities; prepare briefings, statistical/narrative reports and background information, including specific information requested by donors, national or local government, and other entities.
13. Undertake duty travel to challenging areas when necessary, including field visits to the beneficiaries and monitor developments.
14. Perform other duties as may be assigned.

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

- Master's degree in the field of Political or Social Sciences, Law, International Studies, or University Degree with minimum of two years of progressively-responsible hands-on experience in the areas of counter trafficking, protection of vulnerable migrants, Gender Based Violence (GBV), or similar area;
- Demonstrated ability to maintain confidentiality is mandatory.
- Experience in managing teams, mentoring and delivering trainings;
- Experience in project management and monitoring and evaluation;
- Experience working with specialized international agencies (UN Agencies, International Organizations, and International NGOs), particularly in a humanitarian setting, preferable;
- Strong communication and interpersonal skills as well as strong strategic and creative thinking;

- Efficiency, flexibility, high level of professionalism and ability to work under pressure, in a volatile and fast-changing context, under minimal supervision;
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Ability to guide and supervise staff and coordinate administrative matters;
- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives
- Demonstrated proficiency with Microsoft Office applications, including Excel, PowerPoint, Good knowledge of information technology and proficiency in Microsoft Office applications especially Excel, Word, PowerPoint, Publisher, and SharePoint.
- Experience of supporting all aspects of project management and familiarity with international standards and EU regulations a plus.
- Knowledge of social and development issues as well as general migration related issues

### **Languages**

Fluency in **English** and Native Language; Fluency in multiple languages advantageous;

### ***Required Competencies***

#### **Behavioural**

The incumbent is expected to demonstrate the following competencies:

- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with client and stakeholders
- Continuous Learning – promotes continuous learning for self and others
- Communication – listens and communicates clearly, adapting delivery to the audience
- Creativity and Initiative – actively seeks new ways of improving programmes or services
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM (optional depending on position level)

#### ***Other***

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Only candidates residing in the country of the duty station within commuting distance of the duty station will be considered.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Women with the above qualifications are encouraged to apply.

#### ***How to apply:***

Interested candidates are invited to submit their applications via email to **HRNIGERIA@iom.int** indicating position applied on subject line by **Thursday 5<sup>th</sup> July 2018**

In order for the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line **SVN2018.44 Lagos. National Project Officer.**

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).

**Please note that this position is open only to Nigerian National applicants and only shortlisted candidates will be contacted.**

***Posting period:***

From 22.06.2018 to 05.07.2018