

VACANCY NOTICE

Open to Internal Candidates Only

Position	: Staff Welfare Counsellor
Organizational Unit	: Resource Management Department
Duty Station	: Maiduguri
IOM Classification	: NOC
Type of Appointment	: One Year Fixed Term (OYFT) with the possibility of extension
SVN No.	: VN2023.011
Estimated Start Date	: As soon as possible
Closing Date	: 6 March 2023

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 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. 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.

Context:

Established in 1951, IOM is a Related Organization of the United Nations. As the leading UN agency in the field of migration, it 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.

Nigeria has witnessed an increase in violence since the beginning of 2015, causing a major humanitarian crisis. IOM and the Humanitarian community as a whole have expanded their scope of intervention beyond Maiduguri itself, to the entire the North East and North West, into priority satellite sites where IOM staff are delivering humanitarian and development support to displaced populations and host communities.

In order to support staff receiving the adequate attention to their wellness when delivering support to people in need, the Staff Welfare Counsellor will support the provision of counselling services to Humanitarian staff delivering services to beneficiaries in the conflict-affected and crisis areas across the country.

Working under the overall supervision of the Chief of Mission and direct supervision of the IOM Staff Welfare Officer (technical and professional supervision), Geneva, and in coordination with the Human Resources Officer (administrative supervision), the Staff Welfare Counsellor will be responsible for:

Core Functions / Responsibilities:

1. Provide psychological counselling and support to Humanitarian staff and dependents in IOM Nigeria. This will include assessment, confidential one-to-one and group sessions;
2. Provide psychological and counselling support to humanitarian staff post-critical incidents and other emergencies;
3. Assessment of humanitarian staff who are in crisis and require emergency psychological and/psychiatric support;

4. Develop and provide training on relevant topics including stress management, emotional processing, dealing with critical incidents and well-being;
5. Produce psycho-educational material for dissemination, e.g. vicarious trauma;
6. Support the development of a peer support network for humanitarian community in IOM Nigeria;
7. Work with colleagues to develop preventative initiatives, e.g. preparing for critical incidents;
8. Collaborate with colleagues in UN/INGO staff in relevant sections, e.g. UNDSS, Staff Welfare, Human Resources, etc.
9. Ensure that Country Office security plans include provisions to provide for the psychosocial needs of staff during emergencies and following critical incidents;
10. Identify and liaise with local regional mental health resources that can be used for referrals or in times of crisis;
11. Ensure that reports and other administrative duties are carried out to a professional standard;
12. Refer humanitarian staff to outside mental health professionals or facilities, as recommended;
13. Undertake duty travel to very challenging areas when necessary; and,
14. Perform other duties as assigned.

Required Qualifications and Experience

Education

- Advanced university degree (Masters, Doctorate, or equivalent) in clinical psychology, counselling, social work or other mental health profession.
- Must be a licensed or registered as a clinical psychologist or counsellor or social worker or equivalent in their country of origin.
- Additional training, certification, or experience in a range of related fields, such as alcohol/substance abuse, stress management, critical incident stress management, cross-cultural communication, conflict resolution, trauma, etc. will also be considered.

Experience

- Minimum six (6) years of progressively responsible professional post-graduate experience in the field of mental health is required.
- Experience with other UN Agencies, International Humanitarian Organizations, or Employee Assistance Programs is considered essential.
- Experience working in hardship duty stations or providing counselling services to staff working in very difficult and hazardous environments, desired.

Skills

- Ability to work with and maintain strict confidentiality, when necessary

Languages

Fluency in English and working knowledge of other local languages.

Desirable

Previous experience in humanitarian work

Competencies

The incumbent is expected to demonstrate the following values and 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 – Choose a level.

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 – Choose a level.

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.

Other

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

Appointment will be subject to certification that the candidate is medically fit for appointment, confirmation of all documents, and security

clearances.

The appointment is subject to funding confirmation.

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 **Monday 6 March 2023** and follow this link: <https://forms.office.com/e/fWMaBNB7zx>

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 **SVN2023.011 Maiduguri. Staff Welfare Counsellor NOC.**

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 21.02.2023 to 06.03.2023

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.