



International Organization for Migration (IOM)

The UN Migration Agency

**VN 2024 / F / 003**

**Open to Internal and External Candidates**

Position Title : **National Ecosystems & Community Officer**  
Duty Station : **Tangier, Morocco**  
Classification : **NO-C**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**  
  
Closing Date : **September 4<sup>th</sup>, 2024**

*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 has been present in Morocco since 2001, and opened the mission in Rabat in 2007.*

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.

**Context:**

Under the overall supervision of the Chief of Mission (COM) and direct supervision of the Chief of Party (COP)/Head of Sub-Office, and in close coordination with the Grants Unit and the Resources Management Unit, the National Ecosystems & Community Officer will be responsible and accountable for the overall orientation and technical direction of FORSATY Plus Ecosystems and Community interventions and activities. The Manager will direct all FORSATY Plus interventions within target ecosystems in Tangier, Tetouan, M'diq-Fnideq-Martil and Al Hoceima including activities implemented by civil society IPs in community engagement, leadership, economic integration, entrepreneurship, climate change and education. The position will supervise five staff members in the general service category.

**Core Functions / Responsibilities:**

- 1- Coordinate the design and development of new and innovative programming and projects with relevant units in the Sub-Office, partners and donors by ensuring compliance with donor interests and requirements, as well as IOM standards, and are aligned to the program's Strategic Results Framework. Ensure the production and review of concept notes, proposals, , annual implementation plans, periodic reports, and donor reports using relevant templates and software applications. Lead and

- conduct preliminary assessments and needs analysis during the Program's inception phase, and during other periods, to guide implementation and orient programmatic decision-making;
- 2- Monitor national and regional contexts and communicate with the Program on relevant information on policies, programs and ministerial decisions and signal any emerging opportunities or threats;
  - 3- Work with civil society and Implementing Partners on developing ecosystems and community strategies and activities to build individual resilience through access to opportunities and community resilience through enabling a sense of community ownership;
  - 4- Work with Moroccan institutions intervening within local and regional ecosystems to enhance synergies and explicit connections with Program supported actors and actions both at the regional and community levels;
  - 5- In coordination with the CoM and COP/Head of Sub-Office, represent the Program/Mission in donor meetings, briefings, conferences, UN Working Group meetings and liaise with donors, governmental partners, project partners, think tanks policy centers at the international and national level;
  - 6- Develop and hold relevant meeting and thematic groups events in coordination with the Program's Communication and Outreach Officer;
  - 7- Establish solid partnership principles with partners in the public and private sectors and civil society to create and maintain dynamic synergies within target ecosystems, and clearly communicate to them Program objectives as well as its Ecosystems and Community strategy;
  - 8- Build the capacities and support the emergence of strong community actors within target ecosystems; provide relevant expertise, develop adapt and innovate to produce approaches and models;
  - 9- Ensure the integration of gender systematically in Ecosystems and Community strategies and activities; and coordinate gender mainstreaming with The Gender and P/CVE Specialist and expert;
  - 10- Ensure learning and documentation of experiences based the Program's MEL strategy and coordinate with the Program's MEL Officer;
  - 11- Establish the terms of reference for specialized consultants and ensure their supervision;
  - 12- Ensure close follow-with IPs to maintain implementation and delivery of results;
  - 13- Coordinate with the Program's Grants Unit and MEL team, track IP performance and deliverables in accordance with signed agreements and with IOM and Donors rules and regulations;
  - 14- Coordinate with the Resources Management Unit of the Program budgets and resources allocated for the execution of Ecosystems and Community component technical activities;
  - 15- Supervise the Ecosystems and Community component team and ensure a conducive work-environment;
  - 16- Support and guide partners in the design and implementation of changes and innovations;
  - 17- Achieve measurable results in terms of building the capacities of partner public institutions and facilitating the institutionalization of inclusive approaches and tested intervention methods and models;
  - 18- Produce programmatic, methodological and technical framework documents;
  - 19- Produce technical strengthening and capacity progress reports, produce periodic technical progress reports;

- 20- Steer technical implementation in accordance with annual implementation plans and Program objectives and outcomes;
- 21- Perform such other duties as may be assigned;

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

#### **Education**

- Master's degree in International Relations, International Development, Political or Social Sciences, Migration Studies, Law, or a related field from an accredited academic institution with at least five years of relevant professional experience; or,
- University degree in the above fields with seven years of relevant professional experience..

#### **Experience**

- Experience working in international organization and knowledge of the UN system;
- Experience in implementing and managing important and complex development program at the national level;
- Experience in the field of youth, community and resilience issues, project development and design, project implementation, and administrative and financial management;
- Previous experience and knowledge of donor funding mechanisms, particularly in USAID programing;
- Experience in project development, donor reporting and technical writing and editing, preferably in the international development/humanitarian sector; and,
- Experience with Results Based Management approach and other strategic planning approaches.
  
- Experience in capacity building and in designing and developing intervention models in the field of youth development, education, reintegration or similar fields;  
Experience in liaising and working with civil society, public institutions, government authorities, national/international institutions and multi-stakeholders;

#### **Skills**

- Excellent communication, writing and organizational skills; ability to prepare clear and concise reports;
- Basic knowledge of monitoring and evaluation concepts, approaches and methodologies;
- Strong analytical and planning skills; capacity to establish working relationships with governmental authorities, national/international institutions and Non-Governmental Organizations;
- Capacity to supervise and train support staff; ability to work effectively and harmoniously with colleagues from varied cultures and professional background;
- Ability to work with accuracy under constraints and pressure; high sense of confidentiality, initiative and good judgment;
- Personal commitment, efficiency, flexibility, drive for results, creative thinking; and,
- Good level of computer literacy, including database applications.

#### **Languages**

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

## ***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.
- 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.

**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. 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***

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.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

***How to apply:***

Interested candidates are invited to submit their applications (CV/Resume + Cover Letter + 2 referees “current and previous direct supervisors”) to [iomrecrutetanger@iom.int](mailto:iomrecrutetanger@iom.int), by September 4<sup>th</sup>, 2024 at the latest, referring to this advertisement. The application email subject should be « **National Ecosystems & Community Officer** ».

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted.

***Posting period:***

From 22.08.2024 to 04.09.2024