



International Organization for Migration (IOM)
The UN Migration Agency

VN 2024 / F / 004

Open to Internal and External Candidates

Position Title : **Institutional Partnership, Gender & PVE National Officer**
Duty Station : **Tangier, Morocco**
Classification : **NO-B**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**

Closing Date : **September 4th, 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 Institutional Partnership, Gender & PVE Officer will supervise three staff members in the general staff category and is responsible for the following functions.

Core Functions / Responsibilities:

1. Oversee the overall implementation of the program's institutional partnership, gender and PVE component in accordance with IOM and donor technical requirements
2. Monitor program implementation according to the work plan; document and evaluate results; identify the causes of deviations and bottlenecks and recommend and implement corrective actions.
3. Promote and contribute to the integration and mainstreaming of gender, resilience, inclusiveness and other pertinent cross-cutting issues into program implementation including the program's gender analysis, gender mainstreaming strategy and institutional partnership model.

4. Guide the program on gender, inclusion, P/CVE and institutional partnership aspects and on knowledge generation on the gender and social dynamics linked to local development in disadvantaged environments.
5. Develop monitoring, evaluation, and reporting tools in coordination with the MEL team. Contribute to information management including awareness raising and visibility, press releases, and other relevant information-sharing materials in coordination with the Communication and Outreach team.
6. Identify potential areas for project development and contribute to the development of new intervention models in partnership with IPs, public institutional partners and stakeholders in the field of gender mainstreaming, resilience, P/CVE and mental health.
7. Participate in the development and adjustment of methodologies, contingency plans, approaches and standard operations procedures to respond to emerging challenges in the program through a consultative process with other relevant parties in the program.
8. Coordinate the elaboration and dissemination of reports for donors, government and other relevant stakeholders ensuring timely submission and compliance with donor and IOM requirements.
9. Liaise and coordinate with government entities, implementing partners, United Nation agencies, civil society, donors and other stakeholders.
10. Supervise the implementation and the evaluation of the P/CVE grants program
11. Plan, develop, organize and deliver capacity building activities to build capacity of staff, partners, government officials, and other humanitarian actors.
12. Participate in relevant conferences, working groups, workshops, steering committees, working groups, and other forums
13. Supervise, train, and guide project staff.
14. Ensure documentation of implemented intervention models and promote learning by capturing best practices, lessons learnt, trends and by formulating recommendations.
15. Undertake duty travel as required related to project implementation and monitoring.
16. Perform other related duties as assigned.

Required Qualifications and Experience

Education

- Bachelor's degree in Political or Social Sciences, International Relations, Development Studies, Migration Studies, Human Rights, Law or related fields from an accredited academic institution with four years of relevant professional experience; or,
- Master's degree in the above-mentioned fields with two years of relevant professional experience;

Experience

- Experience in liaising with governmental authorities, national/international institutions, United Nations agencies and non-governmental organizations;
- Experience in working with youth, women local communities, civil society and vulnerable groups; and,
- Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting is an advantage.

Skills

- Experience in technically leading complex interventions in governance, youth development, countering violent extremism or comparable programming;
- Demonstrated ability to lead and coordinate multiple activities and to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Demonstrated supervisory experience in staff management including staff evaluations;
- Proven record of establishing and maintaining good working relationships with governmental authorities, national, regional and international institutions as well as civil society actors including the media and private sector;
- Good oral and written communication and, required.
- Experience working on USAID programs an advantage. Ability to work well under pressure and in difficult conditions;
- Excellent communication, analytical and negotiation skills, project development skills and ability to draft clearly and concisely; and,
- Good degree of computer literacy.

Languages

For this position, fluency in French and English is required (oral and written). Working knowledge of Arabic 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 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; assists others to realize and develop their potential.
- 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 and 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.

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, by September 4th, 2024 at the latest, referring to this advertisement. The application email subject should be « **Institutional Partnership, Gender & PVE National Officer – FORSATY Plus** ».

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