



International Organization for Migration (IOM)  
The UN Migration Agency

## **VN 2024 / F / 011**

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

Position Title : **Technical and Programmatic Coordinator**  
Duty Station : **Tangier, Morocco**  
Classification : **G.7**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **October 27<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:**

Since 2012 IOM implemented USAID-funded FORSATY Program in the northern region of Morocco (Tangier, Tetouan and Al Hoceima). In 2019 IOM implemented a second iteration of the program, under FORSATY/MCRA targeting the northern regions and new geographical zones in central Morocco. Both Programs were implemented with close collaboration with Government of Morocco (GoM) Ministry partners and with local non-governmental organizations. The main expected outcome was to increase the resilience of marginalized youth and communities and strengthen economic and social integration.

In June 2024, IOM and USAID signed a follow-up program, FORSATY Plus, with contribution from the Netherlands. FORSATY Plus aims to strengthen protective factors to exclusion and violent extremism and provide positive pathways for youth and promote community development in Morocco to reduce vulnerabilities and build resilience in marginalized persons. The activity also seeks to support the capacity of the GoM and other Moroccan institutions and communities to sustain and replicate successful P/CVE models and use MEL methods.

Under the overall supervision of the Chief of Mission (CoM) of Morocco and the supervision of the Chief of Party (COP)/Head of Sub-Office and the direct supervision of the National Ecosystems &

Community Officer and in close coordination with Program, Grants and Resources Management Units, the Technical and Programmatic Coordinator will ensure the following:

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

1. Independently lead and coordinate the implementation of the project; monitor implementation of the activities to ensure work is proceeding according to established plans; analyse implementation difficulties and make recommendations for adjusting implementation modalities and work plans to best reflect changing environment on the field.
2. Regularly research, follow-up, compile, analyse and present information/data on national, regional and international developments, reports, legislation and other relevant documentation, highlighting noteworthy issues for the consideration of appropriate parties.
3. Monitor budget expenditures; verify availability of funds and maintain a proper record of approved project budgets and their revisions.
4. Coordinate and monitor the financial, administrative and technical aspects of the project in line with IOM policies and donor requirements.
5. Plan, coordinate and conduct capacity building workshops for relevant internal and external parties.
6. Participate in meetings and conferences; maintain effective liaison and coordination with local authorities, partners, United Nation agencies, intergovernmental and non-governmental organizations, donors and other stakeholders relevant to the project.
7. Coordinate the preparation of correspondence, briefing notes, presentations, narrative and financial reports; ensure status reports are prepared and submitted in a timely manner.
8. Identify and document good practices and lessons learned; contribute to the development of Standard Operations Procedures (SOP), policies and concept papers and support the development of new projects.
9. Supervise and provide guidance and training to reporting staff.
10. Perform other related duties as assigned.

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

#### **Education**

- School diploma with seven years of relevant experience; or,
- 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 five years of relevant professional experience.

#### **Experience**

- Proven experience in designing, developing, and implementing a partnership relations and capacity-building programs;
- Experience in liaising with governmental authorities, national/international institutions, United Nations agencies and non-governmental organizations;
- Proven experience in coordinating field activities and teams;
- Experience in monitoring, evaluation and learning in development settings;
- Experience working on USAID programs an advantage; and Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting is an advantage.

## **Skills**

- Strong organizational skills and ability to manage multiple tasks and deadlines;
- Ability to provide technical assistance and adapted support to staff and partners;
- Ability to work well under pressure and in challenging environments;
- Mobility in the region and nationally;
- Excellent communication, analytical and negotiation skills, project development skills and ability to draft clearly and concisely;
- Excellent teamwork and coordination skills;
- Proficiency in using ICT tools, mainly Microsoft Office.

## **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](mailto:iomrecrutetanger@iom.int), by October 27<sup>th</sup>, 2024 at the latest, referring to this advertisement. The application email subject should be « **Technical and Programmatic Coordinator–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 14.10.2024 to 27.10.2024