



International Organization for Migration (IOM)  
The UN Migration Agency

## **VN 2024 / 017**

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

Position Title : **National Project Officer – Regular Pathways**  
Duty Station : **Rabat, Morocco**  
Classification : **NOA**  
Type of Appointment : **OYFT (subject to funding )**

Estimated Start Date : **As soon as possible**

Closing Date : **October 29<sup>th</sup>, 2024**

*Present in Morocco since 2007, IOM Morocco works closely with government authorities, international partners, national institutes, UN agencies, academics and civil society actors to address migration issues and develop projects in the national context.*

*The mission has over 100 staff members, spread across the country between Rabat, Tangier-Tetouan-Al-Hoceima, with focal points in Oujda, Casablanca and soon Agadir. IOM Morocco currently implements 25 projects (January 2024); divided into three main departments; 1) Migration, Development and Governance department; 2) Protection and Resilience department; and the 3) Youth engagement department.*

*More recently, the mission has also been developing programmes in border management, regular pathways and resilience, in view of increasing interventions in these thematic areas and subsequently growing mission portfolio.*

#### **Context:**

Under the direct supervision of the Chief of Mission (CoM) and in close coordination with the Head of Programmes at IOM Morocco, and the relevant Regional Thematic Specialists (RTS) at the Regional Office (RO) for Middle East and North Africa (MENA) in Cairo as well as other relevant projects units, the National Project Officer for Regular Pathways (NOA – RP) will be responsible for supporting strategically the mission on advancing the Regular Pathways agenda and for the implementation and coordination of programme activities related to facilitating regular pathways while, building links between IOM Morocco's different departments and sub-units. Such regular pathways initiatives can pertain to; legal identity, immigration and border management, visa deliberation, ethical recruitment and counter-trafficking (together with the dedicated counter trafficking focal point), skills/labour mobility, skills retention, socio-economic integration, amongst others.

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

Under the overall supervision and direct supervision of the the Chief of Mission (CoM) and in close coordination with the Head of Programmes, the successful candidate will be responsible for the coordination and implementation of the mission's Regular Pathways portfolio (soon to be funded by Austria). The work of the National Project Officer will be as follows:

1. Perform other related duties as assigned.

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

### **Education**

School diploma with six 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 four years of relevant professional experience.

- 1) Assist the mission in keeping abreast of institutional developments on regular pathways and contribute to the identification of strategic opportunities for IOM Morocco
- 2) Coordinate effective implementation of the Projects through: the provision of inputs, the delivery of outputs, and the planning, monitoring and evaluation of activities. Deliveries and outcomes must be in conformity with IOM policies and project strategies;
- 3) Coordinate the effective management of funds allocated to activities within the projects;
- 4) Monitor the programmes' budgetary, administrative, and technical aspects in line with IOM policies and procedures and donor requirements and bring conclusions, deficiencies, and gaps;
- 5) Initiate and follow-up on procurement processes according to IOM's procurement rules;
- 6) Efficiently manage the human resources of the projects, including recruitment and performance management for the regular pathways unit;
- 7) Coordinate the development and approval process of sub-contracts, monitor the performance of sub-contractors and ensure timely implementation of sub-contracts;
- 8) Identify problems, propose solutions and action and follow-up with executing agencies, government offices, constituents and other organizations to expedite implementation and meet targets;
- 9) Maintain close cooperation and coordination with government, employers' and workers' organizations in the planning and implementation of activities under regular pathways-related projects;
- 10) Represent the regular pathways programming in various meetings;

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- 7) Coordinate the development and approval process of sub-contracts, monitor the performance of sub-contractors and ensure timely implementation of sub-contracts;
- 8) Identify problems, propose solutions and action and follow-up with executing agencies, government offices, constituents and other organizations to expedite implementation and meet targets;
- 9) Maintain close cooperation and coordination with government, employers' and workers' organizations in the planning and implementation of activities under regular pathways-related projects;
- 10) Represent the regular pathways programming in various meetings;
- 11) Periodically report, monitor and facilitate the evaluation of all projects' components according to the projects' documents and work plan. Prepare required technical progress reports and ad hoc reports on the status of project planning and implementation for submission to the IOM and the donor.
- 12) Maintain high-level communications to increase Projects' visibility at the national and international levels. This includes the responsibility to liaise with the UN country team, and other key stakeholders to facilitate effective coordination with relevant national strategies and related technical projects;
- 13) Contribute to the development and implementation of the monitoring framework for the regular pathways programmes in coordination with Mission National M&E Officer;
- 14) Contribute to formulation of inputs to new project concepts, proposals, work plans and budgets as requested;
- 15) Assist in donor engagement and contribute to the development and expansion of the regular pathways portfolio;
- 16) Undertake duty travel relating to project implementation, monitoring visits, project assessments, liaison with counterparts, etc
- 17) Perform other related duties as assigned by supervisor.

## EDUCATION

- Master's degree in law, economics, management, international development, social sciences or any other related field. Or University degree in the above fields with two years of relevant professional experience.

## EXPERIENCE

- At least two years of relevant professional experience, preferably in relation to migration policy, protection, governance, and liaison, including experience working with officials of various ministries, social partners, and migration institutions and associations. Experience managing EU financed projects and implementing UN projects would be an advantage.
- Experience in collaborating with government authorities, national/international institutions, United Nations agencies, and non-governmental organizations in a multicultural setting is an advantage.
- Experience in project management, monitoring, and evaluation.

## SKILLS

- Knowledge and experience in working with SAP (PRIMA,PRISM) and Oracle is an advantage.
- Computer skills, especially in MS Office applications such as MS Word, MS Excel, MS PowerPoint, MS Teams and web related tools.
- Good knowledge/practice of Monitoring & Evaluation (M&E) tools.
- Excellent communication skills.
- Ability to work in a multicultural environment.
- Analytical and synthesis skills.
- Team spirit and the ability to work independently.
- Be prepared to work flexible hours.

## Languages

IOM's official languages are English, French, and Spanish.

### REQUIRED

For this position, fluency in French and English is required (oral and written).

### DESIRABLE

Working knowledge of Arabic

## **Required Competencies**

### 2. Competencies<sup>1</sup>

3. The incumbent is expected to demonstrate the following values and competencies:
4. **VALUES** - All IOM staff members must abide by and demonstrate these five values:
5. **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
6. **Integrity and transparency:** Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
7. **Professionalism:** Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
8. **Courage:** Demonstrates willingness to take a stand on issues of importance.
9. **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

### 10. CORE COMPETENCIES –

#### 11. Behavioural indicators – Level 2

12. **Teamwork:** Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

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<sup>1</sup> Competencies and respective levels should be drawn from the Competency Framework of the Organization.

**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.

## ***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 [oimrecrute@iom.int](mailto:oimrecrute@iom.int), by October 29<sup>th</sup>, 2024 at the latest, referring to this advertisement. The application email subject should be « **National Project Officer – Regular Pathways** ».

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 15.10.2024 to 29.10.2024