



International Organization for Migration (IOM)  
The UN Migration Agency

## JR 20240

### Open to Internal and External Candidates

Position Title : **Senior Project Associate (Climate Resilience and Migration)**  
Duty Station : **Rabat, Morocco**  
Classification : **G7**  
Type of Appointment : **Fixed Term, 12 months subject to funding confirmation**  
Estimated Start Date : **As soon as possible**  
Closing Date : **April 30<sup>th</sup>, 2026**

*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 Head of Programmes and direct supervision of the Migration, Development and Governance Programme Officer; the successful candidate will perform the following functions:

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

1. Independently lead and coordinate the implementation of projects and activities within the Migration, Environment and Climate Change (MECC) portfolio; 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 and evolving national priorities related to climate adaptation, environmental sustainability and human mobility and resilience, including linkages with disaster risk reduction (DRR) where relevant.
2. Conduct systematic research on national, regional, and international developments related to climate-induced migration in the context of climate resilience and sustainable development.
3. Analyse and compile information from reports, legislation, and other documentation, emphasizing issues relevant to migration, environment, and climate change including

- policy frameworks related to climate adaptation, National Adaptation Plans (NAPs), climate mobility, resilience strategies and DRR frameworks, and diaspora investment or engagement in green and climate-resilient initiatives.
4. Monitor budget expenditures; verify availability of funds and maintain a proper record of approved project budgets and their revisions.
  5. Coordinate and monitor the financial, administrative and technical aspects of the projects in line with IOM policies and donor requirements **ensuring compliance with MECC and diaspora-related donor priorities and reporting standards.**
  6. Plan, coordinate and conduct capacity building workshops for relevant internal and external parties on topics related to climate mobility, environmental sustainability, resilience and disaster risk reduction (DRR), and diaspora engagement in development and climate action.
  7. 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 portfolio including ministries responsible for environment, climate change, migration and diaspora affairs, as well as diaspora associations and networks.
  8. Coordinate the preparation of correspondence, briefing notes, presentations, narrative and financial reports; ensure status reports are prepared and submitted in a timely manner with particular attention to MECC and diaspora-related results frameworks and visibility requirements.
  9. Identify and document good practices and lessons learned; contribute to the development of Standard Operations Procedures (SOPs), policies and concept papers and support the advocacy and fundraising strategy of the Country Office by contributing to the development of new projects in the areas of climate mobility, environmental governance, resilience and DRR linkages and diaspora engagement for sustainable development.
  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**

- Experience in liaising with governmental authorities, national/international institutions, United Nations agencies and non-governmental organizations;
- Minimum 2 years of professional experience in Climate Change programming, including implementation and coordination of climate projects, is required;
- Previous experience in working on project implementation, coordination and reporting within Climate change-related portfolios is required
- Experience in diaspora engagement or diaspora-focused development programming is desirable;
- Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting is an advantage.

## **Skills**

- In depth knowledge of the broad range of migration related subject areas dealt with by the Organization; and,
- Knowledge of UN and bilateral donor programming.
- Knowledge of financial rules and regulations.

## **Languages**

- Fluency in French and English is required (oral and written).
- Working knowledge of Arabic is 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.
- 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 action 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 + Cover Letter + 2 referees "current and previous direct supervisors") to [Senior Project Associate \(Climate Resilience and Migration\) - IOM Careers](#), by 30<sup>th</sup> April 2026 at the latest.

In order for an application to be considered valid, IOM only accepts online profiles duly completed. **Foreign applicants are kindly asked to provide a copy of their residence permit.**

Only shortlisted candidates will be contacted.

### ***Posting period:***

From 16<sup>th</sup> to 30<sup>th</sup> April 2026