



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title : **Programme Officer**  
Duty Station : **Amman, Jordan**  
Classification : **Professional Staff, Grade P3**  
Type of Appointment : **Special short-term graded, nine months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **09 April 2020**

*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 is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at [www.iom.int/diversity](http://www.iom.int/diversity).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Cabo Verde; Comoros; Cook Islands; Cuba; Djibouti; Fiji; Gabon; Grenada; Guinea-Bissau; Guyana; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Latvia; Libya; Marshall Islands; Micronesia (Federated States of); Montenegro; Namibia; Nauru; Palau; Papua New Guinea; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

Established in 1951, IOM is leading inter-governmental organization providing services to governments and migrants in the field of migration. With 173 member states and offices in more than 100 countries, IOM is dedicated to promoting humane and orderly migration for the benefit of all. IOM participates in inter-agency coordinated humanitarian and resilience responses to the diverse impacts of the Syria crisis. Now in its ninth year, the crisis inside Syria has resulted in humanitarian and development impacts well beyond Syrian borders. Over 5.5 million Syrians have taken refuge in neighbouring countries, including Lebanon, Jordan, Turkey, Iraq and Egypt. Jordan has hosted Syrian refugees since the outbreak of the conflict. As of October 2019, nearly 655,000 Syrian refugees, primarily from Southern Syria, have fled to safety and are currently registered with UNHCR. Of this total, 81% is located outside of camps.

Gender-based violence (GBV) is one of the most widespread human rights abuses in the world, affecting individuals everywhere. Humanitarian crises and situations of fragility more broadly can exacerbate exposure to different forms of GBV. In Jordan, the protracted nature of the Syria crisis has taken a toll on refugees and host communities alike, depleting personal savings and assets, straining local service provision and exacerbating vulnerabilities. Prolonged displacement has increased GBV risks and exposure for women and girls, who comprise half the registered Syrian refugee population in Jordan.

In line with the goal of global initiatives related to protection from GBV in emergencies, IOM's overall vision is that crisis-affected persons live free from GBV. IOM has developed an Institutional Framework for Addressing GBV in Crises (GBViC Framework), which helps safeguard the dignity and well-being of all crisis-affected persons, especially women and girls, and aims to ensure their equitable access to services are prioritized, integrated and coordinated across all IOM crisis operations.

Under the direct supervision of the Chief of Mission, the successful candidate will be responsible for managing, coordinating and overseeing GBV-related activities for IOM's Refugee Response Programme in Jordan.

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

1. Provide technical and management oversight and quality assurance for design and delivery of a women's economic empowerment intervention in line with survivor-centred and do no harm approaches.
2. Develop and lead capacity building activities for implementing partner(s) based on capacity assessments in relation to project deliverables.
3. Convene regular meetings and quarterly programme reviews with implementing partner(s) to monitor activities, exchange learning and adjust work plans as needed.
4. Undertake regular technical monitoring field visits and meetings with partners and stakeholders to assess progress and support as needed.
5. Represent IOM in relevant coordination forums at country level, including the Sexual and Gender-Based Violence (SGBV) Sub-Working Group and Women's Economic Empowerment Platform.
6. Support coordination, training, analysis and reporting for joint GBV risk assessments with sector partners.
7. Support development of community outreach and awareness tools in close coordination with GBV sector stakeholders.
8. Identify other GBV response gaps and engage with GBV sector partners and stakeholders to support needs and priorities as identified.
9. Support monitoring of GBV-related outcomes and design of effective beneficiary feedback and complaints mechanisms for IOM's Refugee Response Programme.
10. Ensure timely and quality reporting on GBV-related activities for donors and other stakeholders.
11. Conduct training on the Gender Based Violence in Crisis (GBViC) Framework and GBV core concepts and principles for non-GBV programme staff.
12. Regularly collect information on GBV (e.g. context specific understanding of risks and

service coverage) and support IOM sectors to contextualize and apply the GBViC Framework, especially integration of GBV risk mitigation actions across IOM's refugee response projects.

13. Ensure all programme staff are aware of safe referral pathways and procedures by regularly updating and sharing information on available GBV services and referral processes, protection principles and Protection against Sexual Exploitation and Abuse (PSEA) policies.

14. Regularly liaise with the GBV Global Support Team at Headquarters (HQs) to keep abreast of global initiatives and developments and inform about country-level activities.

15. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Humanitarian Affairs, Development Studies, Political Sciences, Gender Studies or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

### **Experience**

- Extensive experience working on GBV programming and/or with GBV survivors in an emergency or post-conflict environment;
- Experience providing technical guidance, capacity building and/or mentoring on protection/GBV principles and approaches;
- Experience in community engagement, including integrating conflict sensitivity and accountability to affected populations across programmatic interventions;
- Field experience in an emergency operation or post-conflict setting, including support to displaced populations and/or refugees.

### **Skills**

- Demonstrated ability to design, oversee and monitor interventions that promote women's economic empowerment;
- Familiarity with the Syria crisis and understanding of issues related to Syrian refugees and their host communities in Jordan;
- Demonstrated ability to establish working relationships with governmental authorities, other national/international institutions and Non-Governmental Organisations (NGOs);
- Strong planning, coordination and people management skills;
- Demonstrated analytical, writing and reporting skills;
- Solid computer skills (MS Excel, Word and PowerPoint);
- Strong interpersonal and communication skills, including ability to work in a multi-cultural environment.

### **Languages**

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

For this position, fluency in English is required (oral and written). Working knowledge of Arabic, French, and/or Spanish is an advantage.

### **Notes**

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## ***Required 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.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

## ***Other:***

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 09 April 2020 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

***Posting period:***

From 27.03.2020 to 09.04.2020

***No Fees:***

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: SVN 2020 80 Programme Officer (P3) Amman, Jordan (56384507) Released  
Posting: Posting NC56384508 (56384508) Released