



International Organization for Migration (IOM)

The UN Migration Agency

## Terms of Reference

| I. POSITION INFORMATION   |  |
|---|--|
| Position title  | Gender-based violence in crisis (GBViC) Specialist |
| Position grade  | N/A  |
| Duty Station  | Niamey, Niger                                      |
| Type of Appointment   | Consultancy / STA                                  |
| Organisation Unit   | Protection Unit                                    |
| Position number   | N/A  |
| Is this a Regional, HQ, MAC, PAC or Field Mission based Position  | Field Mission                                      |
| Reports directly to   | Protection Officer                                 |
| VACANCY-SPECIFIC INFORMATION  |  |
| Estimated closing date  | N/A  |
| Estimated start date  | 1 June 2021 or soon after                          |
| Posting channel   | Internal and External Candidates                   |
| Complete WBS (up to the 5th level)  | N/A  |
| II. ORGANIZATIONAL CONTEXT AND SCOPE  |  |
| <p>Established in 1951, IOM is the leading inter-governmental organization providing services to governments and migrants in the field of migration and contributes alongside other agencies to addressing forced displacement. IOM places protection at the centre of its humanitarian action<sup>1</sup>. Indeed, IOM is committed to the IASC Statement on the Centrality of Protection and to implementing the IASC Policy on Protection in Humanitarian Action. Thus, IOM has significantly enhanced its protection programming, whilst consistently mainstreaming protection across its humanitarian activities.</p> <p>Similarly, over the past few years, IOM has also developed its approach and increased its footprint in addressing Gender-based violence (GBV), notably by launching and rolling out its Institutional Framework to address GBV in Crises (the GBViC Framework). IOM's operations are mandated to safeguard the dignity and well-being of all crisis-affected persons, especially women and girls, and aims to ensure that their equitable access to services is prioritized, integrated and coordinated across all IOM crisis operations. Furthermore, IOM's protection interventions have been designed to reduce vulnerabilities to GBV at the onset of emergencies, by building the capacity of field practitioners to identify, prevent and mitigate GBV risks; providing innovative tools to improve the management of sectoral responses and coordination of service provision in response to identified risks; enhancing operational collaboration between IOM sectors, GBV and other specialized Protection actors; and improving women's participation in camp governance structures.</p> <p>Niger is one of the least developed countries in the world. In addition to structural challenges, Niger is hit by simultaneous crises in its western part (in the Tahoua and Tillabéri Regions), in the Eastern region of Diffa and by the crisis in the North West of Nigeria that has forcibly displaced thousands of Nigerian refugees into the Maradi region and Nigeriens living in the border areas towards safer areas in the region. The Tillabéri and Tahoua regions are affected by the Liptako Gourma crisis, unfolding in the tri-border area of Mali, Burkina and Niger, which has become the fastest-growing humanitarian crisis in the world. It has, since 2016, seen an unprecedented surge in violence, implicating violent extremism, banditry, communal conflicts, localized conflicts, erosion of people's access to essential services and limited government services. The crisis is primarily spurred by a southward push on the part of non-</p> |  |

<sup>1</sup> IOM's Principles for Humanitarian Action, Chapter IV.

state armed groups, conflicts for the control of resources rekindled by climate factors. As for the Diffa region, it is affected by the Lake Chad crisis spilling over from Nigeria and now impacting Chad, Northern Cameroon and Eastern Niger, that is generated by an insurgency by non-State armed groups leading to high levels of violence, brutal campaigns of attacks on civilians and defence forces and violent counterinsurgencies by security forces. Crises in Niger are marked by mass displacement, significant human rights violations, limited assistance and insufficient funding. As detailed in the Humanitarian Needs Overview (HNO) for 2021, 3.8 million individuals are in need of assistance in 2021, including 266,000 internally displaced persons in the regions of Tahoua, Tillabéri, Diffa and Maradi. Considering the socio-political vulnerabilities faced by women and girls associated with political and security factors as well as climate hazards and health conditions (including the COVID-19 pandemic), the Gender-based violence sub-cluster in Niger estimates that in 2021 around 410,012 people will be in need of at least one GBV life-saving intervention/service (Niger HNO 2021).

IOM Niger is therefore looking at increasing its GBV capacity and recruiting a GBV specialist who will be responsible of GBV-related activities in IOM's crisis programming in the main affected areas.

Under the overall supervision of the Chief of Mission and the Emergency Coordinator and the direct supervision of the Protection Coordinator and in close coordination with the Regional Office for West and Central Africa, the GBViC Specialist will be responsible for the following:

### **III. RESPONSIBILITIES AND ACCOUNTABILITIES**

- Conduct an assessment of GBV needs, capacities and resources within IOM and at inter-agency level, in coordination with GBV actors and all relevant staff members and partners, including Government.
- Based on the assessment and in coordination with the protection and emergency teams, develop an action plan to roll out IOM's GBV response, identifying activities to be conducted within the Emergency portfolio, both mainstreaming activities and specialized interventions.
- As per action plan, lead GBV mainstreaming efforts throughout IOM's emergency portfolio, including current Protection, Shelter-NFI, WASH, and Health interventions, based on IOM's GBViC Framework and the IASC Guidelines on Gender-Based Violence Interventions in Humanitarian Settings.
- Design GBV-related interventions and develop relevant projects based on action plan, and support fund-raising efforts as necessary. Implement GBV-related activities.
- Build the capacity of IOM staff and partners on GBV prevention, mitigation and response and improving procedures/practices around GBV disclosures.
- Represent IOM in relevant coordination forums and discussions at country level, including the Gender-Based Violence Sub-Working Group and developing strong, collaborative relationships with other GBV stakeholders.
- Contribute to the implementation of GBV strategies, including working with local organizations, women's groups, and other community groups to develop processes and advocate for GBV services.
- Ensure program staff are aware of safe referral pathways and procedures, protection principles and PSEA policies.
- Perform other tasks as assigned.

### **IV. REQUIRED QUALIFICATIONS AND EXPERIENCE**

#### **EDUCATION**

- Master's degree in law, humanitarian affairs, development studies, political or social sciences, gender studies, public health, or other relevant fields from an accredited academic institution with 5 years of relevant professional experience; or

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|---|--------------|
| <ul style="list-style-type: none"> <li>University degree in the above fields with 7 years of relevant professional experience.</li> </ul>   |              |
| <b>EXPERIENCE</b>   |              |
| <ul style="list-style-type: none"> <li>Demonstrated experience working on GBV programming and/or with GBV survivors in an emergency or post-conflict environment</li> <li>Demonstrated ability to develop strategies, operational frameworks and tools to address protection needs, monitor multi-sectoral prevention, risk mitigation and response programs within the humanitarian architecture</li> <li>Skills in liaising with partner organizations, government, and other key actors</li> <li>Experience in conducting informed advocacy on GBV programming</li> <li>Experience in conducting ethical safe assessments, data collection, and information-sharing</li> <li>Experience providing technical guidance, capacity building material on protection/GBV principles and approaches for various stakeholders, including non-GBV specialized staff, national authorities, partners, etc.</li> <li>Experience in community engagement, including integrating conflict sensitivity and accountability to affected populations across programmatic interventions</li> <li>Field experience in an emergency operation or post-conflict setting, including support to displaced populations and/or refugees</li> <li>Solid knowledge of Protection/GBV coordination mechanisms and understanding of IASC humanitarian architecture and global GBV initiatives</li> <li>Knowledge of national and / or regional humanitarian context an asset</li> </ul> |              |
| <b>SKILLS</b>   |              |
| <ul style="list-style-type: none"> <li>Strong planning and coordination skills</li> <li>Strong interpersonal and communication skills, including ability to work in a multi-cultural environment</li> <li>Sound ability to communicate practical knowledge on actions to address Protection and GBV issues at the operational level</li> <li>Demonstrated analytical, writing and reporting skills</li> <li>Solid computer skills (MS Excel, Word and PowerPoint).</li> <li>Can locate and apply key GBV resources including IOM's GBViC Framework and toolkit; GBV Standard Operating Procedures; GBV Information Management System; IASC GBV Guidelines; IASC Gender Handbook; Inter-agency Minimum Standards on GBV in Emergencies; GBV AoR Handbook for Coordinating GBV Interventions in Emergencies; WHO Ethical and Safety Recommendations for Researching, Documenting and Monitoring Sexual Violence in Emergencies).</li> </ul>   |              |
| <b>V. LANGUAGES</b>   |              |
| Required<br>(specify the required knowledge)  | Advantageous |
| Fluency in written and spoken English and French is required.   |              |
| <b>VI. COMPETENCIES<sup>2</sup></b>   |              |
| <p>The incumbent is expected to demonstrate the following values and competencies:</p> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>Inclusion and respect for diversity – respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.</li> </ul>   |              |

<sup>2</sup> Competencies should be drawn from the Competency Framework of the Organization.

- 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):**

- 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):**

- 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 and 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.

**Notes<sup>3</sup>**

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

Interested candidates must send a CV and a cover letter to [epons@iom.int](mailto:epons@iom.int)

Please mention « GBV Consultant application » and your name in the application email.

<sup>3</sup> Indicate in this box if there is any differing provision of process because the position is in a specific program or to address emergency situations. For example, if donor approval is required: "The recruitment process for this vacancy will be subject to PRM review, as part of the USRAP process".