



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **SVN/MZ10/2022/028**
Position Title : **PSEA Coordinator**
Duty Station : **Maputo, Mozambique**
Classification : **National Officer, NO-C**
Type of Appointment : **Special Short Term Graded Contract, 06 (six) months with possibility of extension.**
Report to : **Chief of Mission**
Estimated Start Date : **As soon as possible**
Closing Date : **01 September 2022**

IOM is committed to a diverse and inclusive environment. For this vacancy, the following internal candidates who meet the eligibility criteria are considered as first-tier candidates:

- Internal candidates on regular or fixed-term contracts should meet the minimum time in post requirement of eighteen months or more at the time of the closing of the SVN.
- The minimum time in post requirement is six months for such internal candidates who are incumbents of a position being advertised or confirmed for discontinuation.
- Internal candidates on short-term contracts should meet the minimum time in post requirement of six months or more at the time of the closing of the SVN.

In addition, all applicants should meet eligibility requirements for languages, education and work experience requirements stipulated in the SVN.

CONTEXT:

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration and 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.

Sexual Exploitation and Abuse (SEA) by aid workers is a violation of human rights and IOM is committed to combat any kind of SEA by its staff related personnel and partners.

IOM's zero tolerance policy not only applies to IOM staff but also extends to IOM third party contracted staff, suppliers, service providers and implementing partners. With over 16,000 staff and over 6,000 related personnel, operating in 450 Offices, and 165 countries throughout the world, the impact of SEA on victims and within IOM's operating environments, and the reputational risk it poses for the Organization needs to be addressed and remains a key priority.

The protection against Sexual Exploitation and Abuse (PSEA), including the prevention of and response to SEA, continues to gain momentum not only within the United Nations (UN) and Interagency Standing Committee (IASC) common systems but also amongst governments, institutional partners, media, and the public.

Over the past decade, IOM has increasingly been seen as a strong player supporting the prevention and response to SEA and Sexual Harassment within the UN, IASC, and amongst the humanitarian community. While significant progress has been made to prevent and respond to SEA within the Organization such as through the development of innovative PSEA trainings, the development of a misconduct platform to report SEA, and extensive interagency collaboration on PSEA, more needs to be done within country and at the programmatic level and the PSEA Officer will support these efforts.

In 2021, IOM developed its strategic approach toward the prevention of and response to SEA and sexual harassment focusing on five priority areas:

1. Leadership and Organizational Culture.
2. Institutional Accountability and Transparency.
3. Capacity-Development, Training, and Communication.
4. Quality and Accessible Victim Assistance.
5. Partnership and Coordination.

With the large-scale humanitarian crises in northern Mozambique which sees over 750,000 people displaced, the risk of sexual exploitation and abuse committed by humanitarian workers, government officials and community leaders involved in distributions or provision of services to the affected population, is much higher. IOM is one of the largest agencies in Mozambique with almost 700 staff deployed across the south, central and northern regions of Mozambique. Hence it is of utmost importance to intensify interventions and activities that seek to prevent, mitigate, and respond to sexual misconduct. In this regard, IOM Mozambique has made PSEA commitments that include inter-agency coordination to prevent and address SEA incidents, including active participation in the national PSEA Network and the PSEA Network at Cabo Delgado, Sofala level, and Nampula.

Under the direct guidance and supervision of the IOM Chief of Mission, and technical support from the PSEAH Unit and other experts, the incumbent will be responsible for managing IOM's prevention of and response to sexual exploitation and abuse (PSEA) activities in Mozambique. As the technical PSEA Focal Point in Mozambique, the PSEA Coordinator will need to implement PSEA activities in direct coordination with the Chief of Mission, both internally and as an active member of the interagency PSEA Network. While the incumbent will support the PSEA agenda within the Country Office and will contribute technically to PSEA within programming (special

emphasis on but not limited to protection programming), the accountability for PSEA remains with the Chief of Mission.

RESPONSIBILITIES AND ACCOUNTABILITIES

PSEA Coordination:

1. Coordinate the development of an operational PSEA Work Plan for IOM Mozambique, in line with IOM's PSEA Strategy, the IASC's PSEA Minimum Operating Standards (MOS), and the UNCT country level framework and work plan, through strategic workshops with IOM Heads of Units and other senior management at the country and programmatic levels; ensure the resulting work plan is detailed and operational with clear actions, roles and responsibilities to deliver on the actions, timeframes, technical and resource requirements, and internal reporting requirements.
2. Ensure the inclusion of PSEA within IOM Country Office Strategy, programming, risk mitigation and management, planning, reporting, monitoring and evaluation and budgeting; develop PSEA programming and liaise with relevant donors as required.
3. Contribute to the in-country *interagency* PSEA Network (support in the development of the collective PSEA workplan, risk management plan, PSEA strategies, etc), as well as actively participate within IOM internal and other interagency PSEA communication and coordination initiatives.
4. Coordinate the PSEA Network to develop Standard Operating Procedures (SOP)¹, and establish an inter-agency Community-Based Complaint Mechanism, incorporating existing IOM complaint and feedback mechanisms (CFM) and in line with PSEA and GBV good practice
5. Establish an inter-agency community-based complaints mechanism (in coordination with the Accountability to Affected Populations Unit in HQ), in coordination with the interagency PSEA Network, programme managers and relevant IOM units, as well as with communities and implementing partners as appropriate.
6. In coordination with relevant colleagues, work closely and coordinate with Focal Points at the IOM Regional Office in Pretoria and HQ to ensure IOM Mozambique prevention, mitigation and response mechanisms are in line with IOM's global PSEA Strategy.
7. Support IOM Teams, programmes, and units to ensure the mitigation of SEA risks are developed, embedded, and strengthened within all IOM programming and within HR practices.
8. At all possible opportunities (during relevant trainings, in staff and programme meetings, through newsletters, in email messages, etc) continually share key messages on PSEA, including mandatory reporting requirements within the country office and programming, in coordination with relevant colleagues.

Prevention:

1. Undertake a Country-wide SEA risk assessment to identify locations and programmes with the highest SEA risk; ensure appropriate mitigation and response strategies within IOM programming and operations.

2. Coordinate the development of a training plan and coordinate the delivery and organization of PSEA trainings for IOM staff and related personnel, implementing partners, key institutional stakeholders; Support the work of identified PSEA focal points within country to deliver key messaging and trainings as appropriate.
3. On a yearly basis, provide an update on the number of staff, non-staff trained, contractors, implementing partners, and service providers trained in the mission on PSEA, to track compliance and facilitate the management of training delivery and refresher courses, in coordination with HR. Support the registration of all participants (staff and non-staff) within the IOM system and the delivery of certificates.
4. Develop communication and awareness-raising strategies and tools to ensure appropriate PSEA messaging and knowledge on prohibited behaviours as well as how to report allegations of misconduct, including SEA within communities and amongst beneficiaries; ensure localization of SEA messaging.
5. Map existing community engagement projects implemented by IOM Mozambique and work with project leads to insert PSEA messages and/or gather community input where appropriate.

Response:

1. Coordinate the development of PSEA proposals and ensure the mainstreaming of PSEA within IOM programming; coordinate closely with institutional partners, governments, donors, and communities on PSEA needs and responses.
2. Coordinate the development of, and contribute to, reporting on PSEA and communication to highlight IOM's PSEA work within programming.
3. Provide inputs to the development and mapping of Country-specific interagency victim assistance pathways and/or existing IOM programmes to refer victims for assistance and other support services.
4. Coordinate referrals for victim assistance in coordination with gender-based violence and/or protection colleagues and support the strengthening of victim services within country and/or programming.

Others:

1. Support Protection programming, with specific focus on child protection.
2. Provide technical guidance on child protection related issues.
3. Support fundraising efforts in child protection.
4. Undertake duty travel as required.
5. Any other duties as may be assigned.

EDUCATION

- Master's degree in Law, International Relations, Psychology, Social Sciences, Development Studies and Planning 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

- Professional experience in the fields of sexual exploitation and abuse, protection, child protection, gender-based violence, accountability to affected populations (AAP), gender mainstreaming and/or humanitarian affairs.
- Strong coordination experience within the UN system and amongst interagency partners, including governments, NGOs, and communities.
- Experience in developing and facilitating PSEA trainings, in particular capacity-building, and communication materials to promote behavior change.
- Experience undertaking PSEA risk assessments, in coordination with communities, partners, and UN and other key stakeholders.
- Demonstrated ability to work across a wide variety of sectors/teams on cross-cutting themes.
- Good written and oral communication skills, effective in representation and liaison with external partners.
- Experience in policy and proposal development and the creation of standard operating procedures and tools.
- Ability to organize work, work independently and prioritize work under pressure, coordinate multiple tasks, maintain attention to detail, and coordination with a variety of stakeholders.

SKILLS

- Knowledge and understanding of IOM's institutional approach on PSEA and related strategies, policies, rules, and regulations.
- Knowledge of the UN system and architecture.
- In depth knowledge of mainstreaming best practices and partnership models to ensure coordination of the same across a diversified range of actors.
- Ability to work with and maintain strict confidentiality, when necessary.

LANGUAGES

- Fluency in English and Portuguese is required (oral and written).
- Knowledge of local language is an advantage.

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: maintain 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: work 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.

How to apply

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- a) Cover letter clearly specify suitability and availability date.
- b) Detailed *curriculum vitae*, including skype user ID, phone number, historical salary and minimum three referees (preferably former direct supervisors).

Please submit your application by email to iommzbvacancies@iom.int , indicating your name and the reference code above **[Name, SVN/MZ10/2022/028 – PSEA Coordinator]** as subject. The deadline for applications is **01 September 2022**.

Only applicant who meets the above qualification will be considered.

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.

Posting period:

From 17.08.2022 to 01.09.2022