



**OPEN TO INTERNAL AND EXTERNAL CANDIDATE**

Reference No. : **SVN/MZ10/2022/045**

Position Title : **National PSEA Officer**

Duty Station : **Maputo, Mozambique**

Classification : **National Officer, NO-A**

Type of Appointment : **Special Short Term Graded Contract, 06 (six) months with possibility of extension**

Report to : **Project Manager (PSEA Risk Management)**

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

Closing Date : **17 November 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 grave 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 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 sexual exploitation and abuse 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 prevention of and response to Sexual Exploitation and Abuse (PSEA) 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. Increased action is no longer a choice but a necessity, and the rights of the victim must be at the forefront.

Over the past decade, IOM has increasingly been seen as a strong player supporting the prevention and response to Sexual Exploitation and Abuse 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 role of the PSEA Officer will support these efforts.

In 2021, IOM developed its strategic approach toward the prevention of and response to sexual exploitation and abuse 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.

In line with the IOM PSEAH Strategy, IOM will be implementing a dedicated project aimed at reducing the risk of sexual exploitation and abuse (SEA) within crisis-affected communities. The PSEA Project Officer will be contributing to a dedicated Pilot Project in Mozambique and the Philippines to strengthen the sector's collective SEA risk management approach, contributing to effective PSEA programming, thereby reducing threats, and strengthening prevention strategies within humanitarian and development programming. The project aims at mainstreaming PSEA prevention action in all programming as a cross cutting issue, in an informed manner by understanding and addressing SEA risks – both within the country context and amongst organizations that support implementation. The Project's aim to identify SEA risk will also lead the prioritization of limited financial resources toward collective PSEA gaps in high-risk contexts and ensure that PSEA is better mainstreamed within programming.

Under the overall supervision of the Head of Emergency Response and Recovery and direct supervision of the Project Manager (PSEA Risk Management), and in close coordination with technical experts and managers based in Maputo, Mozambique, the incumbent will be responsible for implementing the one-year Pilot Project "Risk Management: Sustainable Models and Best Practices for Effective PSEA Response in Mozambique and Philippines". The PSEA Officer will be supporting the implementation of the project in Mozambique.

## **RESPONSIBILITIES AND ACCOUNTABILITIES**

1. Support implementation of the overall project's implementation with a focus on Risk Management and PSEA in a timely manner, in line with IOM's policies and procedures, as well as donor requirements.
2. Provide inputs to the development of common PSEA risk management approaches and solutions, ensuring strong partnerships with UN agencies, NGO partners,

- government authorities, communities, and other key stakeholders are in place, including but not limited to: 1) providing inputs to the drafting and testing of the SEA risk assessment methodology at the country level, using strong stakeholder engagement; 2) contributing to the development of a risk matrix based on evidenced-based inputs highlight country-specific PSEA gaps; and 3) integrating sustainable collective SEA risk management models are identified and integrated within pilot countries.
3. Keep track of project progress, specifically aimed at increasing effectiveness, and take appropriate action to ensure timely implementation and achievements of program outputs and objectives.
  4. Support preparing progress and other reports and ensure proper information exchange on all operational aspects of the project between IOM, the donor and other stakeholders.
  5. Participate in the documentation and evaluation of processes and lessons learned from the field, as well as support the development of appropriate communication and guidance throughout the project.
  6. As a result of SEA risks identified and PSEA collective needs, provide inputs to proposals to support government and community needs, in line with donors' priorities and IOM's Mandate and Strategy, including fundraising efforts.
  7. Support the piloting of the SEA risk management and PSEA mainstreaming during planning, policy development and programming of the program, and actively participate in the sector and interagency coordination structures.
  8. Support and undertake verification and monitoring site visits and duty travel as required relating to project coordination, contacts with counterparts, problem solving, and adaptation of activities to the different operational contexts as required.
  9. Undertake duty travel as required.
  10. Perform such 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; or,
- University degree in the above fields with two years of relevant professional experience.

## **EXPERIENCE**

- 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.
- Coordination experience within the UN system and amongst interagency partners, including governments, NGOs, and communities.
- Experience in organizing 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,
- 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.
- Knowledge of mainstreaming best practices and partnership models to ensure coordination of the same across a diversified range of actors; and,
- Ability to work with and maintain strict confidentiality, when necessary.

## **LANGUAGES**

- For all applicants, fluency in English is required (oral and written).
- Working knowledge of Portuguese is an advantage

## **REQUIRED COMPETENCIES**

The incumbent is expected to demonstrate the following values and competencies:

### **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](mailto:iommzbvacancies@iom.int) , indicating your name and the reference code above **[Name, SVN/MZ10/2022/045 – National PSEA Officer]** as subject. The deadline for applications is **17 November 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 03.11.2022 to 17.11.2022