



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **VN/MZ10/2022/035**

Position Title : **National Project Officer (CRP)**

Duty Station : **Pemba, Mozambique**

Organizational Unit : **CRP**

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

Type of Appointment : **One Year Fixed Term, 1 (one) year with the possibility of extension.**

Report to : **Programme Officer (CRP)**

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

Closing Date : **30 September 2022**

IOM is committed to a diverse and inclusive environment. For the purpose of 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 VN.
- 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 VN.

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

Context:

The International Organization for Migration (IOM), the UN Migration Agency is a dynamic and growing inter-governmental organization, with 172 member states. IOM is committed to the principle that “humane and orderly migration benefits migrants and society”. Established in 1951 and now active in over 440 field locations worldwide, IOM works with partners, government and civil society to promote international cooperation to address operational challenges of migration and mobility, assist in the search for practical solutions to migration problems, and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people. IOM addresses the migratory phenomenon from an integral

and holistic perspective, including links to development, in order to maximize its benefits and minimize its negative effects.

IOM-Mozambique has an established Community Resilience and Peacebuilding (CRP) portfolio that strengthens the ability of communities to mitigate the negative effects of violent conflict. Activities in this portfolio build social cohesion through support to civil society, income generation activities, community-led infrastructure upgrades and support to the Government of Mozambique in implementing policies and strategies related to peace and stability. The activities are being implemented across multiple communities and districts and will require significant operational support.

Under the overall supervision of the CRP Programme Manager and direct supervision of the CRP Programme Officer, the incumbent will support the implementation of the CRP portfolio, which will require significant travel.

Responsibilities and Accountabilities:

1. Manage field teams responsible for day-to-day project implementation. Conduct performance reviews and escalate staff management issues, as necessary, to the Programme Manager and Human Resources.
2. Liaise with finance, logistics and procurement to ensure all procurement and payments are undertaken in a timely manner.
3. Liaise with community leadership, and community members, to effectively implement programming.
4. Assist in updating workplans for assigned projects, track deliverables and escalate delays or other issues to the Programme Manager.
5. Assist programme management in coordinating with M&E and other project staff to ensure data and other information is collected and analysed, feeding into the M&E platform, and project evaluations are undertaken.
6. Provide inputs to internal and external project reports and communications.
7. Assist in maintaining partnerships with local government entities, implementing partners and other stakeholders as relevant to the projects assigned.
8. Support coordination of activities between the project partners, implementing agencies and beneficiaries for timely and smooth implementation of the projects.
9. Support the Programme Manager and other core management staff to understand the Mozambican context.
10. Under the direction of the Programme Officer, organize project activities, including, but not limited to, training, workshops, study tours, and awareness-raising and information campaigns to achieve the overall objectives of the projects; and
11. Undertake travel and perform such other duties as may be assigned.

Required Qualifications and Experience

Education

- Master's degree from an accredited academic institution, preferably in Social Sciences, International Relations, Political Science, Communications, Information Management, or

- Bachelor's degree in above field with at least 2 (two) years of relevant professional experience.

Experience

- Experience in managing projects, preferably with an international organization
- Experience implementing humanitarian, development or peacebuilding, resilience, transition, or stabilization activities in conflict-affected areas is required;
- Experience in capacity building and staff management is required;
- Experience implementing programming in the context of conflict is highly desirable;
- Experience in liaising with local governmental authorities is required;
- Strong knowledge of, and experience in, community engagement is required
- Knowledge with the Cabo Delgado context is required
- Understanding of how to apply risk management and conflict sensitivity in insecure, conflict-affected areas;
- Knowledge of Community Stabilization Programs is an advantage.

Skills

- Good communication, interpersonal and organizational skills.
- Ability to write clearly and concisely including activity reports.
- Demonstrated gender awareness and gender sensitivity.
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.
- Ability to work under pressure.
- Personal commitment, efficiency, flexibility, and drive for results.
- Ability to work effectively and harmoniously in a team with colleagues from various cultures and professional backgrounds.
- Proficiency in Office applications, including Word and Excel and internet explorer.

Languages

Fluency in **English** and **Portuguese** both written and spoken is required. Knowledge of local languages of Cabo Delgado province 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: 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

- 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.

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, verification of Education certificate and security clearances.

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, VN/MZ10/2022/035 – National Project Officer (CRP)]** as subject. The deadline for applications is **30 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 08.09.2022 to 30.09.2022