



IOM International Organization for Migration
OIM Organisation internationale pour les migrations
OIM Organización Internacional para las Migraciones

OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : CFCV/MZ10/2022/016
Position Title : CCCM Field Team Leader
Duty Station : Nampula
Organizational Unit : Camp Management Operations

Classification : Ungraded
Type of Appointment : Special Short Term Ungraded Contract, 3 (three)
: months with the possibility of extension
Report to : CCCM Programme Manager

Estimated Start Date : As soon as possible
Closing Date : 18 May 2022

IOM is committed to a diverse and inclusive environment. This is a request for Curricula / expression of interest for the position of **CCCM Field Team Leader**. The successful candidate will be offered Special Short Term Ungraded Contract.

Context:

Working under the overall supervision of the CCCM Programme Manager and the direct supervision of the CCCM Programme Officer, the incumbent will work within selected camps and camp-like settings as well as in hosting communities, informal sites and areas of return supervising CCCM teams as they discharge standard CCCM tasks, such as coordination, the development of community and site governance structures and feedback mechanisms, protection support and the supervision and implementation of minimal site maintenance projects.

The Team Leader, will be the focal point for government liaison and coordinator of IOM CCCM teams within the area of responsibility. CCCM teams implement activities in resettlement sites as well as camp and camp like settings. The Team Leader will Ensure IOM response is well-coordinated internally amongst teams, coordinating with all IOM units as well as ensuring coordination with other agencies and government counterparts at district and provincial level within Nampula.

The role will also involve working closely with development actors, local authorities and community leadership in support of community resilience as well as transition and recovery activities. Coordination with development agencies and linking with the ground activities in the resettlement sites will be a key part of the coordination in this role.

Responsibilities and Accountabilities:

1. The CCCM Team Leader will be focal point for government liaison and coordination of IOM multi sectoral teams within the area of responsibility.
2. In collaboration with CCCM Programme Officer, ensure that there is adequate coverage of sites hosting IDP/returnee populations by the CCCM teams.
3. Ensure that the CCCM mobile teams provide support to the Government of Mozambique (GoM) camp management agencies where they need support.
4. Ensure there is proper monitoring and reporting of activities being done by camp management, government agencies, national and international NGOs, UN organizations and other relevant stakeholders in the sites being covered by the CCCM teams.
5. Contribute to the development of new tools that support CCCM teams and GoM camp managers in the discharge of their duties.
6. Represent IOM CCCM in liaison and coordination with the government counterparts at district and provincial level, establishing close working relationship with government counterparts
7. Organize and lead regular provincial and district coordination meetings with development partners and government to coordinate activities and advocate for work that need to be prioritized and ensure adherence to minimum standards.
8. Guide and provide on the job training to CCCM teams, as well as GoM counterparts. Provide field level training where necessary.
9. Directly oversee the CCCM teams under their responsibility - all CCCM activities, oversee the work of team leaders and ensure timely completing of activities and reporting
10. Ensure that the CCCM multi sector information is updated on a periodic basis by the CCCM teams. Extract reports from the CCCM multi sector information proper analysis and response.
11. Ensure that all CCCM team leaders and team members understand and carry out their duties in accordance with the humanitarian principles, core values, the Code of Conduct and PSEA.
12. Ensure there is an effective referral mechanism in all IDP sites covered by the IOM CCCM teams and GoM camp managers.
13. Commit to enforce and advocate for decisions taken by the CCCM cluster or working group at field level.
14. Attend coordination meetings in clusters, technical working groups and task forces representing IOM when delegated to do so.
15. Submit concise and high-quality progress reports to the CCCM Programme Officer on CCCM activities such as the performance of the contractors, of the team members – incl. targets reached, any adjustments made to scheduling, availability of building material on site, working conditions, security, etc.
16. Support CCCM Programme Officer and provide technical advice on the design and implementation of IOM's proposed CCCM interventions in areas of operation
17. Discharge any other relevant duty as assigned by the camp management project officer.

Required Qualifications and Experience

Education

- Bachelor Degree in Social Science or Behavioural Sciences degree or equivalent with at least two year of relevant work experience, or
- Completed Senior High School with at least for years of relevant working experience
- Relevant humanitarian trainings advantageous.

Experience

- Demonstrable knowledge of, and experience in project implementation and operational supervision of field teams
- Has previous experience in humanitarian work or the development sectors
- Previous experience in experience in camp management related work advantageous
- Previous experience in capacity building is an added advantage.
- Proven ability to interact effectively with government officials/local authorities and other institutions essential.
- Ability to establish priorities and undertake assigned tasks with minimum supervision.
- Good drafting ability and communication skills, both oral and written to produce reports in English and Portuguese.
- Able to work independently, under pressure, undertake frequent project related travels and able to work during weekends and overtime.

Languages

- Portuguese, English and local dialects

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 – behavioral 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.

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, CFCV/MZ10/2022/016 – CCCM Field Team Leader]** as subject. The deadline for applications is **18 May 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 11.05.2022 to 18.05.2022