



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **CFCV/MZ10/2023/065**
Position Title : **Conflict Analyst Consultant (CRP)**
Duty Station : Pemba, Mozambique
Organization Unit : Community Resilience and Peacebuilding (CRP)
Classification : **Consultancy, Category A**
Type of Appointment : Consultancy Contract, 03 (three) months with possibility of extension.
Report to : Programme Manager (CRP)
Estimated Start Date : As soon as possible
Closing Date : **09 August 2023**

IOM is committed to a diverse and inclusive environment. This is a request for Curricula/expression of interest for the position of **Conflict Analyst Consultant (CRP)**. The successful candidate will be offered Consultancy Contract, type A.

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

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.

In Mozambique, IOM's Community Resilience and Peacebuilding Programme (CRP) aims to address the drivers of conflict and displacement through a community driven and led approaches.

Under the overall supervision of the Chief of Mission in Mozambique, the general technical supervision of the Head of Peace and Development Coordination Unit (PDCU) and the direct supervision of the CRP Programme Manager (hereafter "the PM"), the incumbent will support IOM's peacebuilding programme in Mozambique through engagement in strategic planning; development and implementation of tools, guidelines, and assessments; provision of trainings; and other forms of support to strengthen program impact and impact monitoring. The incumbent will also support the coordination of research for the CRP

Programme.

RESPONSIBILITIES AND ACCOUNTABILITIES:

1. Lead on development and supervision of conflict-sensitive community and conflict assessments, ensuring that CRP Programme methodologies will be under continuous adaptation based on a contextualized analytical understanding of root causes of conflict, ongoing tensions and grievances, triggers for violent resolutions of disputes, negative coping mechanisms, formal and informal venues for dialogue, and key local factors for sustaining peace.
2. Lead and oversee research initiatives within CRP and by CRP implementing partners and consultants.
3. Support the design and refinement of CRP Programming—strategies, operational plans, and tools—to maximize IOM assistance in the areas of peacebuilding, community stabilization, and social cohesion in the context of providing durable solutions for internally displaced persons, returnees, and host communities across Mozambique.
4. Support on the development and implementation of strategies for assessing program impact to assess CRP interventions effectiveness at addressing drivers and risk factors for violence in Mozambique.
5. Coordinate closely with the CRP Programme Manager, CRP Programme Officers, National Officers, and field teams to ensure that activities are designed, implemented, and monitored in accordance with a conflict sensitive methodology approach.
6. Liaise with relevant IOM Mozambique Units, as well as national and international counterparts, including research consultants and universities; representation of IOM at relevant meetings, workshops, public gatherings, as required.
7. Support the CRP Programme Manager and reporting colleagues through contributions to narrative reports, programmatic updates, and other project and programme-related inputs as required by the donor(s) and IOM.
8. Perform such other duties as may be reasonably assigned.

REQUIRED QUALIFICATIONS

Education

- Master's degree in Psychology or Social Science, Post-Conflict Studies, 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

- Experience with community stabilization, peace building, social cohesion and/or development interventions in conflict and/or post-conflict settings.
- Experience working as conflict analyst in conflict and/or post-conflict setting.
- Experience in liaising and building effective partnerships with donors, government authorities, other national/international institutions including research institutions and NGOs.
- Proven ability to assess staff needs and deliver training sessions on conflict related topics.
- Previous working experience in Mozambique and the region an advantage.

Performance Indicators for the Evaluation of Results

1. Research products produced by CRP research partners, under the supervision and coordination of the incumbent, are produced on time and with consistently high quality, fit for use in programming and external distribution.
2. Mechanism for communicating/sharing research with programme teams and supporting integration of findings into CRP programs is setup and run effectively.
3. Review of conflict/context analyses regularly conducted directly by CRP teams is conducted and tools/procedures developed in close collaboration with those teams and their managers.

Travel required

- Site visits within Mozambique as required.

LANGUAGE

- Fluency in English is required, and knowledge of Portuguese is an advantage.

REQUIRED COMPETENCIES

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

Values – all IOM staff members must abide by demonstrate these three values:

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** demonstrates willingness to take a stand on issues of importance.
- **Empathy:** shows compassion for others, makes people feel safe, respected, and fairly treated.

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 actions 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.
- Women with the above qualifications are encouraged to apply.
- Only shortlisted candidates will be contacted for further consideration.

How to apply:

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

- a) The cover letter clearly specifies 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 the reference code above **[Name, CFCV/MZ10/2023/065 – Conflict Analyst Consultant (CRP)]** as subject. The deadline for applications is **09 August 2023**.

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

26.07.2023 to 09.08.2023