



International Organization for Migration (IOM)
The UN Migration Agency

OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **VN/MZ10/2021/067**

Position Title : **National Project Officer, Human Rights (CRP)**

Duty Station : **Pemba, Mozambique**

Organizational Unit : **Community Resilience and Peacebuilding (CRP)**

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

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

Report to : **Project Manager (CRP)**

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

Closing Date : **14 February 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 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:

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

Under this portfolio, IOM is implementing a project to strengthen the capacity of national entities to effectively investigate and report on human rights violations in Cabo Delgado, Mozambique. The National Project Officer position will support the implementation of this project under the overall supervision of the CRP Programme Manager and direct supervision of the CRP Project Manager. The position will require significant liaising at the national and provincial levels, and thus will require significant travel. The position requires substantive prior experience in the field of human rights and the ability to advise programme staff on the human rights context in Mozambique.

Responsibilities and Accountabilities:

1. Provide substantive input to human rights capacity building initiatives.
2. Support the Programme Manager and other core management staff to understand the context of human rights, and relevant human rights processes, in Mozambique
3. Assist the Project Manager in managing the day-to-day implementation of the project in Cabo Delgado
4. Assist in liaising between IOM and the human rights entities involved in the project
5. Directly 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.
6. Liaise with finance, logistics and procurement to ensure all procurement and payments are undertaken in a timely manner.
7. Liaise with community leadership, and community members, to effectively implement programming
8. Prepare workplans for assigned projects, track deliverables and suggest and implement actions to correct delays or other issues .
9. Assist programme management in coordinating with M&E and other project staff to ensure data and other information is collected and analyzed, feeding into the M&E platform, and project evaluations are undertaken.
10. Provide inputs to internal and external project reports and communications.
11. Maintain partnerships with local government entities, implementing partners and other stakeholders as relevant to the projects assigned.
12. Support coordination of activities between the project partners, implementing agencies and beneficiaries for timely and smooth implementation of the projects;

13. Under the direction of the Programme Officer, organize project activities, including, but not limited to, trainings, workshops, study tours, and awareness-raising and information campaigns to achieve the overall objectives of the projects.
14. 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

- Substantive experience in human rights in Mozambique is required. No exceptions will be made for this requirement. The applicant must clearly show prior experience in the field of human rights in their CV and cover letter to be considered for this position.
- Experience in managing projects, preferably with an international organization, is desirable.
- Experience implementing programming in the context of conflict is highly desirable.
- Experience in liaising with local governmental authorities 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 is desirable.

Skills

- Excellent communication, interpersonal and organizational skills in **English** and **Portuguese** is required
- Ability to write clearly and concisely in **English** and **Portuguese** is required. The candidate will be tested on this skillset.
- Demonstrated gender awareness and gender sensitivity;
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds
- Demonstrated proficiency in Microsoft Office applications, including Word and Excel is required

Languages

Fluency in **English** and **Portuguese** both written and spoken is required. 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 iommbvacancies@iom.int , indicating your name and the reference code above **[Name, VN/MZ10/2021/067 – National Project Officer, Human Rights (CRP)]** as subject. The deadline for applications is **14 February 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 24.01.2022 to 14.02.2022

