



IOM International Organization for Migration

AVIS DE RECRUTEMENT (SVN)

Open to Internal and External Candidates

Position Title	:	Senior Protection Assistant
Duty Station	:	Goma, République démocratique du Congo
Classification	:	General service, Grade G6
Durée du contrat	:	6 months Special Short Term with possibility of extension
Estimated Start Date	:	As soon as possible
Reference	:	SVN 2023-16-RDC
Closing Date	:	29 May 2023

Established in 1951, IOM is the leading inter-governmental organization 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, including humanitarian assistance to displaced and host populations.

IOM is committed to a diverse and inclusive environment. Internal and External candidates are eligible to apply to this vacancy.

Context:

Currently, there are more than 5.7 million internally displaced people residing in host community and camps or camps-like settings in the DRC. IOM's emergency response covers Camp coordination camp management including site planning and site development, with a co-leading Cluster role, Shelter and Non-food items, Water, sanitation and hygiene, displacement tracking and Protection as well as Mental health and psychosocial support.

Under the direct supervision of the Protection Officer and general supervision of the Head of Operations, the successful candidate will be supporting on protection mainstreaming and centrality of protection so they can be integrated within IOM's emergency programming as well as representing the Mission in relevant coordination fora e.g. on Protection or Gender-Based Violence (GBV)

Core Functions / Responsibilities:

1. Support the Protection Officer in ensuring mainstreaming of protection throughout the emergency programmes and projects including Camp Coordination and Camp Management (CCCM), Shelter, Site planning, Water Sanitation and Hygiene (Wash) and

Displacement Tracking Matrix (DTM) in various provinces in the DRC, most particularly in North Kivu, through concrete advice, expert technical guidance, capacity building and coaching of teams, in line with IOM's and IASC's guidance.

2. Undertake duty travel to various field locations, conduct meetings and engage with programme staff to facilitate integration of cross-cutting issues such as gender, children, disability, and other vulnerable groups through programmatic tools, indicators and documented systems.
3. In close coordination with the Protection Officer, participate in the development of contextualized guidance notes and tools including monitoring tools on Protection Mainstreaming; accompany the use of the tools across the various units. Identify challenges and good practices as well as suggest necessary corrective actions.
4. Support the development of the mission's protection strategy for displaced populations in and out of camps, including in the context of durable solutions, risk mitigation of gender-based violence.
5. Support the Protection Officer in assessing training and capacity building needs on protection issues including protection principles, housing, land and property (HLP), GBV risk mitigation, among IOM staff, implementing partners, and other stakeholders and in organizing and providing training as necessary.
6. Support the development and expansion of the Mission's emergency protection portfolio with possible areas : GBV, Counter Trafficking, and Psychosocial Support (PSS).
7. Liaise and coordinate with relevant stakeholders such as UN agencies, government actors, NGOs and civil society. Represent IOM in various coordination fora related to protection including Protection cluster, GBV, and Child Protection sub-clusters, most notably in North Kivu.
8. Perform such other duties as may be assigned.

Required Qualifications and Experience

Education

- University degree in Political Sciences, Social Sciences, International Relations, Law, Development Studies or a related field from an accredited academic institution with four years of relevant professional experience.
- Master's degree in the above fields will be an advantage.

Experience

- Experience in the humanitarian field relating to internal displacement or refugee responses;
- Experience working within the humanitarian protection sector and knowledge of its architecture;
- Demonstrated technical and operational expertise in Protection Mainstreaming, Community-based protection, Protection analysis and assessments, Protection monitoring, Child Protection or any Protection-related field;

- Experience with providing technical guidance and conducting capacity building on protection/GBV principles and approaches for various stakeholders (including non-Protection/GBV specialized staff, partners (e.g., national authorities, implementing partners, etc.).
- Previous experience working in IOM or the United Nations and familiarity with operational framework, procedures and projects, and protection mainstreaming and programming is an advantage.

Languages

Required: Fluency in both French and Swahili (oral and written).

Desirable: English

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these three 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

Appointment will be subject to certification that the candidate is medically fit for appointment.

How to apply:

Application:

Interested Candidates are invited to submit their application, CV and motivation using the below link: <https://forms.office.com/e/YHLuVwDZuP>

*Incomplete applications or sent by another means will not be considered.
Only shortlisted candidates will be contacted.*

Closing Date :

From 15.05.2023 to 29.05.2022