

Position Title : **Research and Monitoring and Evaluation Officer**
Duty Station : **Dakar, Senegal**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **20 March 2018**

THE POSTING HAS BEEN ALREADY CLOSED. PLEASE DO NOT APPLY.

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

IOM is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Cabo Verde; Comoros; Djibouti; El Salvador; Fiji; Gabon; Guyana; Holy See; Iceland; Kingdom of Eswatini; Lesotho; Libya; Malawi; Marshall Islands; Mauritania; Micronesia (Federated States of); Montenegro; Namibia; Nauru; Papua New Guinea; Paraguay; Saint Vincent and the Grenadines; Samoa; Seychelles; Slovenia; Suriname; The Bahamas; Timor-Leste; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

Context:

The overall objective of the position is to be accountable for the development, coordination and implementation of livelihood and job opportunities creation activities of the Department for International Development (DFID) funded programme on 'Safety, Support and Solutions in The Central Mediterranean Route'. IOM proposes a comparative assessment of selected approaches for providing alternatives to irregular migration, in particular looking at livelihoods (and lack thereof) as a key driver of irregular migration decisions. Through monitoring and a comparative assessment, IOM will unpack how different livelihood interventions (Individual, community based or collective etc.) impact individuals' intentions to migrate and on the family and communities' decisions to support youths travels abroad. To deliver this piece of work, IOM will select a research or academic institution to design this methodology and support on the rollout of project activities. The results of the comparative study/research will be developed into a report and disseminated through a series of events to other agencies, governments, civil

society and organisations working in the field of livelihoods and migration.

In addition, 20% of the successful candidates' role will be dedicated to IOM's Missing Migrants Project, which has collected data on the deaths of more than 25,000 migrants worldwide since 2014. Within the DFID-funded programme mentioned above, the Missing Migrants Project will enter its third phase, to include an expanded presence in Northern and Western Africa. Improved monitoring of migration routes in these regions, as well as more concerted data collection efforts, should lead to an improved understanding of the risks male, female and child migrant's face, which is critical to supporting evidenced-based policies that consider gender- and age-specific risks.

The successful candidate will be responsible for testing the assumption whereby youth, when offered livelihood opportunities at home, will be less likely to migrate irregularly. S/he will work under the direct supervision of the Senior Regional Labour Migration and Development Specialist, and in close coordination with the Programme Coordinator in Dakar and the Core Programme Team of the DFID funded programme on 'Safety, Support and Solutions in The Central Mediterranean Route'.

Core Functions / Responsibilities:

1. Design and develop Terms of Reference (TOR) to define and outline the roles and responsibilities of the academic institution that IOM will partner with to implement research and Monitoring and Evaluation (M&E) activities relevant to the project outcome focused on alternatives to irregular migration (DFID Outcome 4). The Research and Monitoring & Evaluation Officer will also be responsible for leading the relevant recruitment and selection process.
2. Design a sound methodology, in collaboration with the selected academic institution, to carry out the comparative research on the most effective livelihood approaches as an alternative to irregular migration.
3. Contribute to the development of an effective research strategy, develop plans for implementation, and support, coordinate with and provide advice to DFID focal points and IOM London on challenges and progress of the research implementation.
4. Represent IOM and participate in conferences, meetings and other fora as required.
5. Provide guidance to the IOM missions targeted by DFID Outcome 4- alternative to irregular migration, ensure consistency of approaches and quality control and conduct regular monitoring visits to the countries to ensure effective and timely implementation and to ensure appropriate coordination with national counterparts.
6. Closely liaise with M&E Officers in Regional Office (RO) Dakar and IOM London and conduct regular conference calls to provide guidance and thematic support, to advise on progress, and to discuss and resolve potential challenges.
7. Support and provide guidance to target missions in the recruitment of relevant staff to implement Outcome 4 activities.
8. Prepare and ensure the fulfillment of all reporting requirements including interim and final reports for Outcome 4.
9. Communicate and coordinate with relevant IOM units in Headquarters (HQs) and other international organizations, voluntary and governmental agencies, embassies and other entities to share information regarding activities implemented under outcome 4, and share and discuss findings.

10. Provide financial management of relevant resources, and prepare financial and other types of reports and recommendations regarding the progress of Outcome 4 activities.
11. Produce a sound research paper in close coordination with the partner academic institution summarizing the findings of the project and disseminate widely among donors, practitioners and governmental stakeholders.
12. Monitor regional news for reports relating to the issue of migrant fatalities and assist with the development of reports analysing data on fatalities along the Central Mediterranean route.
13. Record data relevant to the Missing Migrants Project on its internal database and on its publicly-accessible website.
14. Contact regional actors working on the issue of migrant fatalities in the interest of fostering long-term relationships to improve data.
15. Provide thematic support to other similar programmes of IOM with the purpose of ensuring synergies and a common approach.
16. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Development Economics, International Relations 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 in conducting participatory research and comparative studies on migration;
- Experience in monitoring and evaluation;
- Experience in migration management issues and proven field experience specifically in the West African context ;
- Experience of livelihood programming in west African contexts either practical or at least theoretical knowledge;
- Experience liaising with academic institutions and drafting research papers/reports;
- Experience in liaising with academic institutions, government authorities as well as with donors and other relevant migration stakeholders.

Languages

Fluency in English and French is required.

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

Behavioral

- Accountability – takes responsibility for action and manages constructive criticisms;
- Client Orientation – works effectively well with client and stakeholders;
- Continuous Learning – promotes continuous learning for self and others;
- Communication – listens and communicates clearly, adapting delivery to the audience;

- Creativity and Initiative – actively seeks new ways of improving programmes or services;
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others;
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter;
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation;
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 20 March 2018 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 07.03.2018 to 20.03.2018

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.

Requisition: VN 2018/58 (P)-ResearchandMonitoring&EvaluationOfficer(P2)-Dakar,Senegal (55397091)

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