



International Organization for Migration (IOM)
The UN Migration Agency

Position Title : **Programme Manager (Durable Solutions & Urban Displacement)**
Duty Station : **Mogadishu, Somalia**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Special short-term graded, Six months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **28 November 2019**

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; Cook Islands; Cuba; Djibouti; El Salvador; Fiji; Gabon; Grenada; Guinea-Bissau; Guyana; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Latvia; Libya; Marshall Islands; Micronesia (Federated States of); Montenegro; Namibia; Nauru; Palau; Papua New Guinea; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu

Second tier candidates include:

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

Context:

Since the formation of the Federal Government of Somalia, the country has made significant progress towards restoring peace and security. However, significant destabilizing factors remain, including conflict and natural disasters. With about 2,6 million displaced in Somalia, and a significant number of returnees from the region and beyond, Somalia has struggled to cope with high numbers of displaced, particularly in a highly urbanizing context.

Increasingly, opportunities arise to support efforts in durable solutions to displacement. IOM has been instrumental in its support of communities to drive, and government to increasingly lead on building progress towards durable solutions to displacement. With strong emphasis on localised capacities and community priorities, as well as humanitarian-peacebuilding-development nexus

approaches, increasing partnerships are building momentum towards durable solutions, with a particular focus on resolving displacement in urban centres.

Under the overall supervision of the Chief of Mission and the direct supervision of the Programme Coordinator (Recovery and Durable Solutions (RDS)) and, the successful candidate will be responsible for the strategic development, planning, day-to-day implementation, budget oversight and coordination of durable solutions activities in urban centres, including the IOM component of the DFID-funded (Department for International Development) Durable Solutions consortium.

Core Functions / Responsibilities:

1. Manage the overall implementation of durable solutions programmes that focus on urban centres in a timely manner, including financial, administration and technical oversight in line with IOM policies and practices as well as donor requirements.
2. Actively contribute to IOM's strategic engagement in resolving displacement in urban centres and implementation modalities, ensuring synergies and linkages with other potential and/or ongoing durable solutions, urban development and resilience programmes, and regular engagement with local authorities and beneficiary communities.
3. Work in close collaboration with the Monitoring and Evaluation (M&E) team to develop relevant indicators and ensure regular monitoring and evaluation of project progress and impact in line with requirements from donor consortium and other partners.
4. Represent IOM in relevant Durable Solutions and Urban Development meetings with the government and other stakeholders and manage donor trips.
5. Proactively create and strengthen linkages with other IOM Somalia units, including Migration Health, Camp Coordination and Camp Management and WASH (Water, Sanitation and Hygiene) in relation to humanitarian-development nexus in urban settings.
6. Manage and enhance the capacity of relevant staff within the RDS Unit and contribute to institutional learning at Somalia country office and global levels on issues relating to durable solutions in urban settings and government capacity in leading on durable solutions.
7. Ensure proper documentation and external representation of the relevant activities implemented, including recording and filing of all supporting documents (capacity injection deliverables, strategies, policies, etc.)
8. Maintain oversight over project deadlines, financial and narrative reporting requirements in accordance with IOM Rules and Regulations and donor requirements, including regular reporting to the consortium management unit.
9. Regularly coordinate and share implementation updates with the RDS management team, consortium management unit, relevant units of IOM Somalia, United Nations (UN) agencies and donors for enhancing internal/external coordination and public relations.
10. In close coordination with the Project Support Unit and the RDS Programme Coordinator, develop concept notes, project proposals and budgets and actively liaise with existing and potential donors for funding opportunities for the Unit.
11. In close coordination with other units, particularly the Displacement Tracking Matrix Unit and partners, lead on developing an evidence base for programmes through research, feedback mechanisms and the application of Durable Solutions' best practices and frameworks in urban contexts of Somalia.

12. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Political or Social Sciences, Peace Studies, Conflict Resolution, International Development, Urban Development, Law and/or 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 implementing durable solutions programmes in urban settings, including project management at middle or senior managerial positions undertaking progressive responsibilities;
- Experience in resource mobilization, development of project designing, monitoring and evaluation with familiarity with the logical framework approach and proposal/report writing;
- Experience in coordination of stakeholders and government capacity building;
- Experience in handling sensitive situations and cultivate productive relationships;
- Experience with donor engagement and representation of IOM programmes to external actors.
- Working experience in the Somali context an advantage;
- Knowledge of the United Nations Department of Safety and Security (UNDSS) protocols, and experience working in a Phase III or above security environment.

Skills

- Strong budgeting and general analytical skills and familiarity with financial management.

Languages

IOM's official languages are English, French and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of French, Spanish, Somali and/or Arabic is an advantage.

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

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:** 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 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:** works strategically to realize the Organization's goals and communicates a clear strategic direction.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

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 28 November 2019 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 15.11.2019 to 28.11.2019

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: SVN 2019/314P

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