Organization or Agency: International Organization for Migration (IOM)
Position Title: Conflict Assessment and Peacebuilding Skills Trainer
Organizational Unit: Community Stabilization Unit (CSU)
Duty Station: Diyala (Jalawla) - Iraq
Type of Contract: Sub-Contract to Stars & Orbit
Grade: Ungraded
Duration of Appointment: Three (3) days
Closing Date: 09th June 2020
Reference Code: CFA2020/IRQ/178

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged, as well as the internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, the internal candidates are considered as first-tier candidates.

Context

Background the International Organization of Migration with the support of DEVCO is implementing Community Stabilization Programs in Diyala and Duhok through providing Humanitarian assistance that will reach community members of displaced population and host community, prioritizing most vulnerable groups including women and youth.

In the framework of the project “SAFE RETURN - Reintegration and recovery assistance in areas of return in Iraq (AWDA AMINA), under the overall supervision of the Programme Coordinator of the Community Stabilization Unit, the administrative supervision of the Head of Sub-Office and the direct supervision of Area Coordinator, the successful candidates will be responsible for the following duties:

Core Functions / Responsibilities

1. This training on conflict assessment and peacebuilding skills aims to train Civil Society Organizations (CSOs) on sic knowledge and understanding of conflict assessment and peacebuilding concepts, as well as communication skills to ease conflict management and/or resolution. In addition to reducing tensions between different communities and enhancing peaceful dialogue and coexistence between them. Learning to conduct a simple conflict assessment exercise showing the role of women and/or youth in conflicts management and/or resolution.

2. Basic skills on conflict assessment and peacebuilding, should focus on below areas:

- Understanding of peace studies
- Violence Theory
- Conflict assessment- Galtung triangle
- Active Communication (objectives- barriers) and active Listening
- Johari Window
- Dealing with different patterns of people
- Conflict Escalation
- Positions, interests and needs
- Conflict assessment and analysis
• Conflict tree and conflict map
• Power sources
• Conflict sensitivity and Do No Harm concept
• SMART in related projects
• Change Theory
• Conflict assessment exercise

**Trainer commitments:**

3. Facilitate roundtable discussions with participants and IOM-staff for the review and validation of the training content.
4. Deliver a report at the end of the contract with clear recommendations.
5. Ensure that confidentiality and the right to privacy is maintained with regard to confidential information.

**Required Qualifications**

**Education:**

• Bachelor or master’s degree in social or Political Science or related field from an accredited university or institution.

**Experience and Skills**

• Minimum 4 year of experience working in the humanitarian or development sector, of which at least 1 year involves in conflict assessment and peacebuilding, social cohesion, and capacity building programs.
• Experience in communicating and working with a wide range of people including people of culturally diverse backgrounds.
• appropriate field experiences, with excellent communication, presentation and interpersonal skills.

**Languages:**

- Excellent command of Arabic is required.
- Good knowledge of English and Kurdish is preferable.

**Behavioral Competencies**

• Work prioritization and ability to multitask.
• Shares knowledge and experience.
• Positive, constructive attitude.
• Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
• Responds positively to critical feedback and differing points of view.
• Ready to work independently, under tight deadlines.
• Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
• Ability to work in a multi-cultural team environment with a positive attitude.
• Highest standards of integrity, discretion and loyalty.
• Strives for supportive working environment and positive working relationship.
• Focuses on result for the client and responds positively to feedback.
• Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).
IOM has a policy of zero tolerance of sexual exploitation and abuse (SEA) by IOM staff members and the employees or any other persons engaged and controlled by IOM Contractors. The staff members and all contract type holders shall protect against and prevent sexual exploitation and abuse (PSEA).

How to apply:
Interested candidates are invited to submit their applications via this link: https://iraq.iom.int/jobs/conflict-assessment-and-peacebuilding-skills-trainer
In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:
From: 26.05.2020 to 09.06.2020