Organization or Agency: International Organization for Migration (IOM)
Position Title: Protection Advocacy Officer
Organizational Unit: Protection
Duty Station: Erbil- Iraq
Type of Contract: Sub-Contract to Stars & Orbit
Grade: International equivalent to P2
Duration of Appointment: Six (6) months, with possibility of extension subject to satisfactory performance and funds availability
Closing Date: 23rd September 2020
Reference Code: CFA2020/IRQ/262

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
Under the general guidance of the Chief of Mission (CoM), the overall supervision of the Head, Community Stabilization Unit, the direct supervision of the Protection Coordinator, the incumbent will be responsible for technical oversight and day-to-day management of IOM’s Protection Mainstreaming and Monitoring Mechanism. Specifically, they will:

Core Functions / Responsibilities

1. Develop an IOM Protection Advocacy Strategy, as part of the protection analysis and strategy development process.
2. Develop evidence-based protection advocacy tools based on IOM data, including but not limited to protection data, in coordination with other IOM units and sectors.
3. Support the Head of CSU and Protection Coordinator with protection advocacy with key stakeholders, including institutions, partners, and in humanitarian coordination forums.
4. Support the Protection Coordinator to develop protection assessment and monitoring tools and guidelines, ensuring regular review and continual improvement based on lessons learned in the field.
5. Train and provide day-to-day supervision to the protection assessment and monitoring team to ensure timely collection of data in areas of displacement and return, in accordance with mission priorities.
6. Take part in field monitoring missions (when appropriate) to target locations in Anbar, Salah Al-Din, Ninewa and other governorates to undertake protection assessment and monitoring activities with the team.
7. Support remote protection monitoring and assessment via phone interviews and/or online discussions with vulnerable communities/individuals.
8. Lead in the analysis of protection data and the preparation and drafting of protection assessments, protection monitoring reports, advocacy and policy notes, and other documents for internal and external use.
9. Oversee service mapping exercises and actively support the Protection Unit to strengthen referral systems and mechanisms.
10. Support the Protection Coordinator to manage consultants and partner organizations sub-contracted to conduct technical protection assessments.
11. Work closely with the PSEA and Safe Programming Specialist to support the mainstreaming of protection in assessments carried out under other IOM programmes, including Preparedness and Response (Camp Coordination and Camp Management, Shelter/NFI, and Health), Return and Recovery, and Migration Management.

12. Contribute to the development of new project proposals, narrative and progress reports, and public information material.

13. Help to verify and ensure quality of data received from the field and guarantee the integrity and protection of data as per IOM’s Data Protection Principles.

14. Undertake any other duties as may be assigned.

Required Qualifications

Education:

- University degree in a relevant field from an accredited academic university or institute with Four years of relevant professional experience or;
- Master’s degree in a relevant field from an accredited academic university or institute with Two years of relevant professional experience.

Experience and skills:

- Experience working in the field of protection of refugees, internally displaced people, and/or migrants.
- Experience in planning Protection assessments, leading on field assessments and analysing Protection information.
- Experience working in insecure and complex operating environments.
- Experience in delivering trainings to different audiences.
- Strong research background.
- Demonstrated ability to maintain confidentiality, respect, non-discrimination and safety of clients at all times.
- Good written and oral communication skills, effective in representation and liaison with external parties.
- Ability to organize work, work independently and prioritize work under pressure, coordinate multiple tasks and maintain attention to detail.
- Good interpersonal and problem-solving skills.

Languages:

- Fluency in English is required.
- Arabic language is strongly preferred.

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.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).
IOM IN/234 - Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse

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:

While this vacancy is open to both Internals and Externals, priority shall be given to qualified Internal applicants.

Interested candidates are invited to submit their applications via this link: https://jobs.my-soc.org/apply.php?job=CFA2020-IRQ-262&token=csZPyHG415TuaAYE8mf63Qpli

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: 09.09.2020 to: 23.09.2020