Call for CVs;
Organization or Agency: International Organization for Migration (IOM)
Position Title: Memorialization Expert
Organizational Unit: Community Stabilization Unit (CSU)
Duty Station: Home-based, with travel to Iraq
Type of Contract: International Consultant
Grade: Ungraded
Duration of Appointment: Three (3) months with the possibility of extension
Closing Date: 01st April 2021
Reference Code: CFCV2021/IRQ/059

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:
In the early hours of 3 August 2014, the Islamic State of Iraq and the Levant (ISIL) converged on Sinjar, the ancestral homelands of the Yazidis in northwest Iraq. ISIL launched a genocidal campaign against the minority group, causing over 90 percent of Sinjar’s residents to flee, including thousands who were forced to ascend the nearby mountain range on foot. Over the following hours and days, it is estimated that 3,100 Yazidis were killed, and over 6,400 others were abducted.
Kocho, a Yazidi village in the south of Sinjar that was home to approximately 1,700 people, became the theatre of some of ISIL’s worst atrocities, with armed militants entering the town and placing the population under siege. Faced with an initial demand to either convert to Islam or face execution, community leaders entered into frantic negotiations to identify a way to enable villagers to leave safely. But on 15 August, after 12 terror-stricken days, ISIL rounded up and massacred the town’s men, boys, and older women; the remaining women and girls were abducted and sold into sexual slavery.
Although Iraqi forces re-established control of Kocho in 2017, the village remains derelict, with the majority of the community still residing in difficult conditions in IDP camps in the Kurdistan Region of Iraq (KRI). Many survivors express a desire to return to their land and traditional livelihoods, but state that they cannot go back to the exact scene of the atrocities. In line with the community’s wishes, IOM and Nadia’s Initiative are therefore looking to construct a new village to enable survivors to access durable solutions and begin to rebuild their lives, while supporting extensive memorialization efforts in the old town and, potentially, the district of Sinjar more broadly.

Core Functions / Responsibilities

The International Organization for Migration and Nadia’s Initiative are currently seeking a consultant with a relevant background and experience in transitional justice, history, and design/curation of museums and/or memorials to guide the process of memorialization in Sinjar, ensuring a successful, representative memorialization process, and help to shape measures in a manner which promotes communal healing and social reconstruction. Specifically, s/he will be tasked with the following:
1. Designing and leading an inclusive, gender-sensitive community consultation and engagement process to build consensus on what form memorialization measures in Kocho village should take, who should design them, and how they should be designed, remaining mindful of project resources;

2. Sharing knowledge on memorialization in other contexts with IOM, NI, the Project Advisory Committee and other members of the community to facilitate exposure to and consideration of the array of tools and approaches that can be utilized, as well as lessons learned in terms of process and outcomes;

3. Advising IOM and NI on emerging risks related to politicization and creation or entrenchment of divisions within and between communities, and providing guidance on ways to ensure that the process and forms of memorialization are contributing positively to communal healing and social reconstruction;

4. Supporting IOM and NI efforts to manage expectations, and coordinating closely with IOM’s MHPSS team to mitigate any risks that the memorialization process will retraumatize members of the community;

5. Supporting IOM and NI to design consultancies, competitions, tenders, etc., and to prepare terms of reference (ToRs), calls for proposals (CFPs), calls for expressions of interest, and other related documentation;

6. Support IOM and NI to design tools to measure the impact of memorialization efforts over time;

7. Prepare a report on the memorialization process, capturing any lessons learned and good practices

8. A detailed workplan, including a timeline and deliverables, will be developed together with IOM and NI upon the inception of the consultancy.

**Required Qualifications**

**Education**

- A Master’s degree or PhD in anthropology, history, design, curating, law, or another relevant discipline.

**Experience & Skills**

- Eight to 10 years of experience, including specific experience in transitional justice and/or memorialization processes. Knowledge of Iraq and the 2014 genocide of Yezidis and demonstrated experience in gender-sensitive and inclusive community consultation and engagement processes is also essential.

**Languages**

- Fluency in English is required.
- Knowledge of Kurdish and/or Arabic is an advantage.

**Behavioral Competencies**

The incumbent is expected to demonstrate the following competencies:

- 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 (optional depending on position level)

**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:**
Interested candidates are invited to submit their applications via a link: [https://iraq.iom.int/jobs/memorialization-expert](https://iraq.iom.int/jobs/memorialization-expert)

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: 18.03.2021 to 01.04.2021