



Organization or Agency: **International Organization for Migration (IOM)**
Position Title: **Women Empowerment Trainer (Leadership and Self-help Group Training)**
Organizational Unit: **Community Stabilization Unit (CSU)**
Duty Station: **Dohuk (Sumel) - Iraq**
Type of Contract: **Sub-Contract to Stars & Orbit**
Grade: **Ungraded (Part time 7h/week)**
Duration of Appointment: **Three (3) days, with possibility of extension subject to satisfactory performance and funds availability**
Closing Date: **1st June 2020**
Reference Code: **CFA2020/IRQ/182**

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

The International Organization of Migration with the support of DEVCO is implementing Community Stabilisation 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.

The course on leadership skills and self-help group will cover topics on peacebuilding, social cohesion and mediation in order to equip women with the right skills to enable them to serve their community in building trust between displaced persons and members of host communities and to lay foundation to any intervention they plan in the future.

Under the general guidance of the Programme Coordinator of the Community Stabilization Unit, the overall supervision of the MHPSS National Officer, the administrative supervision of the Head of Sub Office and the direct supervision of the Area Coordinator, the successful candidate will be responsible to support IOM in:

Core Functions / Responsibilities

1. Leadership skills for women

- Women in leadership: inspiring positive change.
- Leadership vision and identity.
- Explore current network structure and identifying ways to strengthen the coordination.
- Understanding gender dynamics and embrace strengths as a female leader.
- Increasing awareness of women leadership as a valuable community member.
- Instruction and practice in mediation and conflict resolutions.
- Role of women in post- conflict scenario, exchange of experience, leadership tools for women, strategies for leadership, communication skills (including active listening) planning, SWOT analysis, and project planning.
- Developing businesswomen's network.
- How to mobilize women for Actions.

- Setting up Plan of Action (PoA).
 - Coping with challenges.
2. **Self-help group for women**
Through numeracy courses women will be trained on essential elements to establish and maintain a group:
- Group management.
 - The effectiveness of a self-help group: **objectives** (bringing people together with common experiences, encouraging sharing experiences, promoting self-help and helping others in the community, creating a safe space for people of different ethnic and religious background to interact, enabling members to develop a positive view of problems etc.); **tasks** (clarification of objectives, delegation of responsibilities etc.); **interpersonal relationships** (active listening, interpersonal conflict resolution, open communication, acceptance of individual differences, recognition of the contribution of others, equal treatment of members etc.); **the process** (understanding facilitators role, identifying expectations, identifying timetable, breaks, feedback mechanism etc.);
 - Essential conditions for effective participation of members, including personal view of participation, understanding goals, presence and commitment, self-confidence, personal skills, interpersonal skills, preparation for meetings.
 - Causes of non-participation of members.
 - Responsibilities of the members of a self-help group.
 - Rights of members of self-help group.
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 the confidential information.

Required Qualifications

Education:

- Bachelor or master's degree in social or Political Science, International Relations, or related field with appropriate field experiences.

Experience and Skills

- Minimum one year of professional year of experience.
- Strong background in capacity building with excellent communication, presentation and interpersonal skills.

Languages:

- Fluency in Kurdish and Arabic and preferable knowledge of English.

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 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://iraq.iom.int/jobs/women-empowerment-trainer-leadership-and-self-help-group-training>

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: 28.05.2020 to 01.06.2020