

VACANCY NOTICE



International Organization for Migration (IOM)
The UN Migration Agency

The International Organization for Migration is seeking qualified Turkish nationals holding a valid residence permit for the following position based in Gaziantep, Türkiye.

Vacancy Notice Number:	SVN#TR/2023/92
Position Title:	National Project Officer (WASH)
Classification:	6 months Special Short Term Graded Contract (NOA)- with possible extension
Duty Station:	Gaziantep- Türkiye
Deadline of Applications:	9 April 2023
Number of Vacant Positions:	1
Eligibility:	Internal & External

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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 environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

General Functions:

Working under overall supervision of the RSU Coordinator and the direct supervision of the Programme Officer WASH, the National Project Officer (WASH) will provide his/her technical support for the implementation of WASH activities among EQ effected people in the 11 most earthquake affected provinces of Türkiye and the 3RP WASH activities. The incumbent will be a member of a team of WASH technical staff, based in Gaziantep, tasked to lead the day-to-day WASH operations, and ensure harmonization of WASH response among different provinces.

Major Duties and Responsibilities:

1. Provide technical inputs for the development of strategies and contingency plans that respond to new and emerging operational challenges in the context of Türkiye earthquake response through a consultative process with the program staff.
2. Contribute to drafting donor interim and final narrative reports and provide regular updates to the WASH Program Officer.
3. Support the Program Officer WASH in designing a toolkit for strategy implementation and results-oriented interventions based on the approved overall strategy. Interventions may include, but are not limited to, awareness raising events, emergency WASH activities, transition, and recovery WASH response.
4. Undertake regular visits to the areas of operation for the purposes of project monitoring, staff capacity building, liaison with local authorities and partners, etc.
5. Work closely with staff, partners, and government to provide technical inputs for appropriate project design; incorporation of lessons learned from earlier, similar projects; and coordinate capacity building efforts to ensure best practices are implemented in WASH project activities. Develop and maintain a system to ensure continual feedback and learning over the course of the project.
6. Supervise teams across several provinces and provide day-to-day guidance on technical matters, Bill of Quantities, workplans and coordination with different humanitarian actors and local authorities.

7. In close coordination with the WASH Program Officer, participate in the development of new project tools, guidelines, SOPs and coordinate capacity building for newly appointed WASH project staff.
8. Regularly participate and represent IOM WASH unit in working groups, sectors, partner, and donor meetings when required.
9. Coordinate with logistics department the selection of contractors and vendors and ensure lead delivery time is in-line with the workplans. Ensure high-quality delivery and implementation of WASH related items and activities.
10. In coordination with the M&E unit, support the design of monitoring and evaluation (M&E) activities, including research to evaluate the efficacy of the WASH response for IOM.
11. Ensure cross-cutting issues are integrated in the WASH programming such as GBV, Accountability to Affected Populations (AAP), Environment and other cross cutting issues of relevance.
12. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education:

- Master's degree in civil engineering, Mechanical Engineering, Environmental Engineering, Public Health or a related field from an accredited academic institution; or
- University degree in the above fields with two years of relevant professional experience.

Experience:

- Experience in WASH in emergency response, displacement data, transition and recovery or related program areas, preferably at a managerial level, in emergency and post-crisis environments.
- Effectively coordinates actions with other implementing partners.
- Works effectively with Donors, national and local authorities, stakeholders, beneficiaries, and the broader community to advance IOM Türkiye objectives.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.
- Experience in the design and implementation of WASH infrastructure, including contract management.
- Proven ability to produce quality work accurately and concisely according to set deadlines.
- Good knowledge of UN and bilateral donor programming.
- Proven experience in the design and / or implementation of interventions that include research methods to address behaviour change for the promotion of hygiene.
- Computer literacy, especially database tools and strong computer skills.

Languages:

- Fluency in **English** is required.
- Working knowledge of **Arabic and/or Turkish** is advantageous.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:**
Shows respect and sensitivity towards gender, culture, ethnicity, religion, sexual orientation, political conviction and other differences.
 - Encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.
 - Promotes the benefits of diversity; values diverse points of view and demonstrate this in daily work and decision making.
 - Challenges prejudice, biases and intolerance in the workplace.
- **Integrity and transparency:**
Upholds and promotes the Standards of Conduct and Unified Staff Regulations and Rules.
 - Delivers on commitments; manages the organization's resources reliably and sustainably.
 - Embraces and encourages transparency, balancing this with the need for discretion and confidentiality as appropriate.
 - Maintains impartiality and takes prompt action in cases of unprofessional or unethical behaviour.
 - Does not abuse one's position and acts without consideration of personal gain. Is motivated by professional rather than personal concerns.
- **Professionalism:**
Demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.
 - Seeks to raise professional standards in self and others through daily work and activities.
 - Adapts quickly to change and is decisive and versatile in face of uncertainty.
 - Shows self-control and persistence when faced with difficult problems and remains calm in stressful situations.
 - Is conscientious and efficient in meeting commitments, observing deadlines, and achieving results.

Core Competencies – behavioural indicators *level 2*

- **Teamwork:**
 - Fosters a sense of team spirit by developing a shared understanding, accountability, and enthusiasm for the team's work.
 - Displays a high level of cultural awareness, sensitivity to different ways of working and leverages individual strengths in order to build a better team.
 - Shares credit for team accomplishments and ensures that the contribution of others is recognized.
 - Helps create a positive team spirit, putting aside personal considerations to help the team achieve its goals.
- **Delivering results:**
 - Produces high-quality results and workable solutions that meet clients' needs.
 - Anticipates constraints, identifies solutions and takes responsibility for addressing critical situations.
 - Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs.
 - Aligns projects with Organization's mission and objectives and demonstrates a good understanding of the impact of team's and own work on external and internal counterparts.

- Managing and sharing knowledge:
 - Disseminates and shares knowledge openly and actively contributes to knowledge/network communities for topics relevant to area of expertise.
 - Encourages knowledge-sharing across units/departments and ensures that knowledge is captured, recorded and disseminated appropriately.
 - Builds networks for the effective communication and exchange of knowledge and ideas and puts others into contact with various sources of knowledge.
 - Contributes to an environment that is conducive to innovation and learning.
- Accountability:
 - Proactively seeks responsibility in delivering towards the goals of the Organization.
 - Plans and organizes work with a clear and deliberate focus, ensuring commitments are easily identified and progress is widely communicated.
 - Stands by the actions of team or department, publicly accepting ownership.
 - Takes responsibility of own shortcomings and those of the work unit, where applicable
- Communication:
 - Speaks and writes clearly and effectively.
 - Seeks to share information with others, with due respect for diversity and the confidentiality of specific sensitive information.
 - Listens and seeks to understand without bias and responds appropriately.
 - Shares information and keeps others up to date; actively seeks others' views and ideas and respects their contribution.

Managerial Competencies¹ – behavioural indicators *level 2*

- Leadership:
 - Assigns responsibilities fairly and manages performance, taking account of individual strengths, workloads and interests.
 - Is inclusive in decision-making and actively seeks feedback from team members and colleagues in order to identify opportunities for improvement.
 - Takes sound and timely managerial decisions that are consistent with the Organization's vision and purpose.
 - Establishes and maintains relationships with a broad range of stakeholders to understand needs and gain support.
- Empowering others and building trust:
 - Delegates appropriately to make the most of others' talents, clarifying expectations and allowing autonomy in important areas while providing necessary support.
 - Encourages others to take responsibility for their performance; promotes ownership, responsibility and accountability for desired results at all levels.
 - Creates an atmosphere of trust and confidence in which others can talk and act without fear of repercussion.
 - Gives proper credit to others, shows appreciation and rewards achievement and effort.
- Strategic thinking and vision:
 - Aligns own actions to the Organization's vision, values and mandate.
 - Translates strategic direction into short and medium-term plans and objectives for own team; revises objectives to reflect changes in organizational goals.
 - Identifies key issues/priorities in complex situations and how they may be related to one another.
 - Clearly communicates links between the Organization's strategy and the work unit's goals.

¹ As applicable.

Other:

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

Please be advised that female candidates are highly encouraged and that this is a local position and as such only applications from candidates with a valid residence / working permit residing in Türkiye will be considered.

How to Apply:

Interested candidates are requested to submit their application including the most recent CV with a cover letter in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of the e-mail to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sokak No:24 Cankaya, Ankara by the end of **9 April 2023**.

Please note that only shortlisted candidates will be contacted.