Position Title	:	**Programme Support Coordinator (Climate Security)**
Duty Station	:	**Erbil, Iraq**
Classification	:	**Professional Staff, Grade P3**
Type of Appointment	:	**Special short-term graded, six months with possibility of extension**
Estimated Start Date	:	**As soon as possible**
Closing Date	:	**15 May 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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 work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1.   Internal candidates
2.   Candidates from the following non-represented member states:
Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

Context:

The Middle East and North Africa (MENA) region is particularly susceptible to climate change, with temperatures rising faster than the global average. Moreover, it is also the most-water scarce and food-import dependent region in the world. These vulnerabilities have contributed to various forms of social unrest, exacerbated conflicts, and driven the displacement of large numbers of people.

Iraq has been named the fifth-most vulnerable country to climate breakdown, affected by soaring temperatures, insufficient rainfall, intensified droughts, sand and dust storms, and flooding. Without preparation and planning, the sweeping scale of environmental change is likely to be devastating and may force Iraqis to relocate in order to survive. The relationship between climate change and peace and stability in Iraq is complex and often overlapping with multiple environmental, political, and socio-economic factors. Despite this, there is an increasing consensus that climate change in Iraq acts as a "threat multiplier" that can exacerbate drivers of

conflict and fragility and have negative effects on peace and stability.

The International Organization for Migration (IOM) in Iraq, through its Peacebuilding and Stabilization Division (PSD) has proven experience implementing programming to address the root drivers of conflict, instability, and fragility through a localized and community driven approach centred on multiple integrated pillars. These pillars are: (i) Social cohesion, (ii) Mental Health & Psychosocial Support (MHPSS) and Protection, (iii) Livelihoods, Community Service and Quick Impact Projects, (v) Housing, Land and Property rights (HLP) (vi) Prevention of violent extremism; (vii) transitional justice; (viii) community engagement and policing; (ix) tribal and community mediation and dialogue programming. Building from this, and in respond to the growing and evolving impact of climate change and environmental degradation on conflict, tension and security dynamics, IOM is developing a portfolio of programming that aims to mainstream climate-related activities across these portfolios, supporting community resilience by mitigating environmental degradation, increasing awareness on climate change impacts; and/or increasing adaptive and resilience capacity within communities to avert and minimize internal displacement and forced migration. The position will also require providing PSD programme managers and senior coordinators with M&E, reporting and research support across the different workstreams.

Under the overall supervision of the Head of Division, and direct supervision of the Senior Programme Coordinator, the successful candidate will be responsible for managing, supporting and maintaining oversight of all aspects of PSD's portfolio around Climate, Peace, and Security and Programme Support with a central role in strategic communication and reporting.

Core Functions / Responsibilities:

1. Serve as the PSD focal point on climate, peace and security nexus, including strengthening early warning of related risks, ensuring the collection and sharing of good practices, and strengthening partnerships with other key stakeholders, with the UN Country Team, the UN Climate Security Mechanism (CSM), civil society and other key stakeholders.

2. Identify and strengthen entry points for PSD's cooperation with the Government of Iraq and engage with relevant Government officials to improve climate, peace and security policy, programming and preparedness in Iraq with the integration of a human mobility lens.

3. Manage, coordinate and develop PSD Climate, Peace, and Security programming.

4. Lead the integration / mainstreaming of climate-related peace and security risks and mitigation efforts into wider IOM Iraq peacebuilding and stabilization activities; including existing social cohesion, MHPSS, legal, PVE, community engagement and policing, transitional justice, and tribal mediation and dialogue work streams to map, advance and maximize synergies.

5. Identify and develop research, advocacy, and policy outputs that can support the preparedness and capacity of the Government of Iraq (GoI), civil society, and international organizations to respond to climate related security risks.

6. Research emerging issues relevant to the thematic area and provide expert analyses and programmatic/technical inputs for the development of projects in coordination with the Senior Program Coordinator.

7. In collaboration with relevant counterparts, identify funding gaps and opportunities related to climate, environment, peace and security issues in Iraq and develop concept notes and proposals for resource mobilization.

8. Ensure the organization of online and in-person thematic events, including cross-thematic events and joint events with other partners.

9. Manage the monitoring, evaluation and reporting functions of PSD, ensuring that targets are met in accordance with relevant workplans and strengthening programme quality and relevance.

10. Manage and coordinate the research design, data collection, and data analysis of project evaluation assessments in order to ensure programmatic indicators are met and cyclical learning is incorporated into PSD's programming.

11. In coordination with IOM's Partnerships and Coordination Division, review and assess new proposals and matrices to ensure that strong frameworks are in place to monitor project results and impact; provide technical and process related guidance on how to report on and analyse progress against the project results matrices.

12. Ensure the collection of qualitative and quantitative feedback/data on PSD projects in coordination with field staff, project partners, and other local stakeholders, providing feedback and recommendations to strengthen the quality and relevance of Programme activities.

13. Develop and provide capacity building opportunities, internal learning and training to staff on reporting, M&E, and M&E design and implementation processes with implementing partners and primary stakeholders.

14. Manage PSD's communications and graphic design functions, and ensure the production of high quality public information material and the development of effective communications campaigns.

15. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

• Master's degree in International Relations, Political Science or a related field from an accredited academic institution with five years of relevant professional experience; or
• University degree in the above fields with seven years of relevant professional experience

Experience

• Demonstrated experience in project management, development, monitoring, evaluation, and reporting.
• Experience or knowledge of climate change and environmental degradation issues, preferably in conflict or fragility-affected countries (MENA region, a decisive advantage);
• Experience in liaising and building effective partnerships with donors, government authorities, and/or other national/international institutions, such as research institutions and local and international NGOs; and,
• Experience in capacity building of local organizations and/or grant management.

Skills

• Proven ability to supervise, train, and direct staff and manage operations in complex post-conflict contexts.

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of Arabic

and Kurdish is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

[1] Accredited Universities are the ones listed in the UNESCO World Higher Education Database (https://whed.net/home.php).

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these five values:

• **Inclusion and respect for diversity**: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
• **Integrity and transparency:** Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
• **Professionalism:** Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
• **Courage:** Demonstrates willingness to take a stand on issues of importance.
• **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioural indicators level 2

• **Teamwork:** Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
• **Delivering results:** Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.
• **Managing and sharing knowledge:** Continuously seeks to learn, share knowledge and innovate.
• **Accountability:** Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.
• **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

Managerial Competencies – behavioural indicators level 2

• **Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
• **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
• **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
• **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
• **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

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

This selection process may be used to staff similar positions in various duty stations. Recommended candidates will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 15 May 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 02.05.2023 to 15.05.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: SVN 2023 126 PD Programme Support Coordinator (Climate Security) (P3) Erbil Iraq (58106047) Released
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