

Position Title : **Climate Action Specialist**
Duty Station : **Addis Ababa, Ethiopia**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **27 June 2024**

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](#); [Barbados](#); [Botswana](#); [Cabo Verde](#); [Comoros](#); [Congo \(the\)](#); [Cook Islands](#); [Fiji](#); [Guinea-Bissau](#); [Holy See](#); [Iceland](#); [Kiribati](#); [Lao People's Democratic Republic \(the\)](#); [Madagascar](#); [Marshall Islands](#); [Micronesia \(Federated States of\)](#); [Namibia](#); [Nauru](#); [Palau](#); [Saint Kitts and Nevis](#); [Samoa](#); [Sao Tome and Principe](#); [Solomon Islands](#); [Suriname](#); [The Bahamas](#); [Tonga](#); [Tuvalu](#); [Vanuatu](#)

Second tier candidates include:

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

Context:

IOM has been working on disaster risk reduction, human mobility, and climate change for over 30 years. IOM's preparedness, risk reduction and climate change adaptation activities seek to bolster local and national initiatives to prevent and prepare for disasters and related population movements, and foster post-disaster recovery solutions and resilience-building.

In line with IOM's Strategic Plan 2024-2028, the Institutional Strategy on Migration, Environment and Climate Change 2021-2030 and the Climate Mobility Road Map, IOM's Migration, Environment, Climate Change and Disaster Risk Reduction programming is informed by the following key objectives:

1. Saving Lives and Protecting People on the Move- IOM puts the safety, dignity and protection of people first in the most challenging crisis response contexts in the world. Guided by humanitarian principles and commitment to the centrality of protection, IOM will harness its

operational, multisectoral expertise –specifically emergency preparedness, disaster risk reduction and climate change adaptation – and its presence, access and proximity to communities to engage with authorities and local stakeholders to deliver timely, comprehensive and people-centred responses that address needs at individual, community and systemic levels.

2. **Diving Solutions to Displacement** - IOM reduces the risks and impacts of climate change, environmental degradation, conflict and instability for communities affected by or at risk of displacement. Where disasters and climate change are driving displacement and mobility, IOM will provide solutions for people who need to move, for people who are already on the move, and for people who want to stay. Preparedness, risk reduction, early warning systems and anticipatory action will be used to enhance the resilience of affected communities. This will include scaled-up action on localized climate change adaptation and supporting States and communities to make successful use of the new Loss and Damage Fund, including for displacement in the context of climate change.

In line with the Global Compact for Safe, Orderly and Regular Migration (GCM), and the Continental Strategy on Migration for Africa, IOM's Special Liaison Office to the African Union aims to strengthen its capacity to support African Union Member States to address the human mobility, climate change, environmental degradation and disaster nexus, building on the African Union Climate Change and Resilient Development Strategy (2022-2032), the Sendai Framework for Disaster Risk Reduction (2025-2030), the Migration Policy Framework for Africa and Plan of Action (2018–2030), and the Kampala Ministerial Declaration on Migration, Environment and Climate Change.

Under the overall supervision of the Director of the Special Liaison Office (SLO) to the African Union (AU) and the United Nations Economic Commission for Africa (UNECA), the direct supervision of the Senior Liaison Officer to the AU, and via technical coordination with relevant HQ Divisions, the Climate Action Specialist will be responsible for advancing IOM's institutional approach on Climate Action by leading engagements with relevant stakeholders, while ensuring coordination with the IOM regional offices in Africa and HQ.

Core Functions / Responsibilities:

1. Focal Point and Liaison: Act as the Focal Point between IOM and the AUC and UNECA and technical liaison between the Special Liaison Office (SLO) in Addis Ababa, IOM Headquarters, IOM African Regional Offices, and other related actors, on all matters related to climate action, migration, environment, climate change, and disaster risk reduction.

2. Policy Development and Implementation:

- Coordinate the AU in the development and implementation of climate change policies and practices that integrate human mobility considerations, ensuring these policies are evidence-based, innovative, and focused on capacity development for climate-vulnerable populations and states.
- Coordinate the implementation of relevant Climate Action policies, frameworks, and programs aligned with UN, AU, and continental initiatives. Specifically, ensure alignment with the revised Migration Policy Framework for Africa (MPFA), the GCM and the IOM Continental Strategy's key priorities and action plans.

3. Stakeholder Engagement and Partnerships:

- Coordinate IOM's contributions on migration, environment, climate change, and disaster risk reduction in coordination with stakeholders like the African Climate Mobility Initiative (ACMI), UNECA African Climate Policy Center, and others.
- Actively foster new and strengthen existing partnerships on the continent to achieve Climate Action goals, including joint programming initiatives and broadening stakeholder engagement on the migration-climate change nexus.

4. Advocacy and Representation:

- In coordination with the Climate Action Division and Regional Experts, actively participate in

advocacy efforts on the migration-climate change nexus.

- Identify and seize opportunities for IOM engagement in key forums like pre-COP/COP events, the UNECA Climate Change and Development in Africa Conference, and other high-level dialogues.
- Actively participate in SLO Addis at a technical level on migration, climate change, and preparedness/adaptation issues. Provide talking points and background information as needed.

5. Knowledge Management and Technical Guidance:

- Maintain a comprehensive understanding of migration, environment, and climate change issues and provide technical guidance, information, and capacity support to the AU and other agencies on these topics.
- Contribute to research, communities of practice, and knowledge-sharing initiatives focused on managing migration in the context of climate change, environmental degradation, and climate-induced disasters.

6. Strategic Advice and Documentation:

- Prepare strategic advice, thematic guidance notes, information sheets, policy documents (including research papers and case studies) as required by SLO Addis. Ensure these documents highlight best practices and lessons learned on climate mobility in Africa.

7. Coordination and Synergy:

- Maintain systematic and bi-directional engagements and information sharing with IOM HQ, Climate Action Regional Thematic Specialists (RTSs), and share relevant AU/UNECA initiatives for regional integration of Climate Action. Stay abreast of regional and global IOM engagements on Climate Action.
- Identify, coordinate, and facilitate programming synergies within the Special Liaison Office across different thematic areas of migration. Ensure consideration of cross-cutting issues like youth, gender, and human rights.

8. Emerging Issues and Resource Mobilization:

- Identify and address emerging issues relevant to climate action and human mobility and develop and secure resources for continental programs on Climate Action, ensuring timely implementation of program activities in an efficient manner.
- Assess potential synergies between thematic areas in close coordination with relevant regional offices.

9. Proactively undertake other duties and responsibilities as assigned, demonstrating a commitment to the success of IOM's climate resilience mission.

Required Qualifications and Experience:

Education

- Master's degree in Climate Change, Disaster Risk Reduction, Engineering, Social Sciences, Environment, International Relations and Diplomacy or a related field from an accredited academic institution with five years of relevant professional experience with demonstrated concrete results; or,
- University degree in the above fields with seven years of relevant professional experience with demonstrated concrete results.

Experience

- Sound knowledge and experience in international fora and policy negotiations on migration, climate change, and environmental issues, with a particular focus on the African continental context;
- Demonstrated experience in program conceptualization, development, monitoring, reporting, evaluation, and capacity building in the areas of migration and displacement related to climate

change, environmental degradation, and disasters;

- Proven track record of working closely with the African Union Commission is a strong advantage;
- Experience working in emergency situations (complex emergency or disaster response) at an international level;
- Successful experience in liaising with governmental and diplomatic authorities, national/international institutions, NGOs, donors, and academia; and,
- Experience in organizing high-level consultations, workshops, and seminars.

Skills

Technical Expertise:

- Advanced understanding of migration, environment, and climate change issues;
- Knowledge of migration data and labor migration patterns in Africa;
- Knowledge of the Humanitarian and Development Nexus;
- Understanding of gender equality, diversity, inclusion, and equal opportunity principles;
- A sound understanding of internal and international migration issues in Africa; and,
- Knowledge of UN, African Union, and multilateral donor programming.

Interpersonal and Communication:

- Proven ability to establish and maintain strong working relationships with diverse stakeholders, including government officials, regional/continental organizations, and private sector entities;
- Excellent written and verbal communication skills in English, with the ability to tailor language and style to different audiences; and,
- Strong group facilitation, interpersonal, and conflict resolution skills.

Strategic and Operational:

- Excellent leadership, coordination, and information management skills;
- Ability to conceptualize, strategically analyze, and articulate complex issues requiring coordination within a UN response;
- Strong conceptualization, analytical, and writing skills;
- Proactive, results-oriented approach with the ability to work independently and in teams;
- Capacity to work under pressure, meet deadlines, and maintain high accuracy; and,
- Experience in developing training materials and conducting courses (online/hybrid experience a plus).

Languages

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English is required (oral and written). Working knowledge of any of the AU and UN Official languages (Arabic, Chinese, French, Russian and Spanish) 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 endorsed by the Appointments and Postings Board 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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 background verification 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 27 June 2024 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 14.06.2024 to 27.06.2024

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: VN 2024 349 Climate Action Specialist (P3) Addis Ababa, Ethiopia (58934461) Released
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