

Position Title : **Programme Officer (Water, Sanitation and Hygiene - WASH)**  
Duty Station : **Yaoundé, Cameroon**  
Classification : **Professional Staff, Grade P2**  
Type of Appointment : **Special short-term graded, 9 months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **05 September 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](http://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; Comoros; Congo (the); Cook Islands; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Latvia; 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:**

The violence of Boko Haram in the Lake Chad region has created a social, political, security and humanitarian crisis with adverse effects on the populations. The impact of the Boko Haram insurgency on northeastern Nigeria and its border regions in Niger, Chad and Cameroon has been considerable. Humanitarian needs in Cameroon have never been higher. According to the recently updated Humanitarian Needs Overview (HNO) for 2020 (adapted to the COVID-19 context), approximately 6.2 million people (or one in four of the country's total population) need emergency assistance as the country copes with three humanitarian fronts, in addition to a global health crisis.

Ongoing hostilities and violence in the Far North Region continue to trigger lower magnitude displacements due to sporadic attacks by Violent Extremist Organizations (VEOs) such as Boko Haram. Since the beginning of 2019, the Far North Region of Cameroon witnessed a resurgence in violence as ongoing hostilities have uprooted more than 293,000 IDPs, 112,000

Nigerian refugees and 117,000 returnees. Under its ongoing regional program for Disengagement, Disassociation, Reintegration and Reconciliation (DDRR) for Lake Chad Basin (LCB) region, IOM has been providing capacity building and technical support to the National Disarmament, Demobilization and Reintegration (DDR) Committee (NDDRC) formed in November 2018 and other relevant entities to design a government-owned DDR process for the Far North Region.

In order to de-escalate the conflicts and create conditions conducive to social stability and human security, this project aims to strengthen community resilience and recovery in Cameroon by promoting social cohesion and economic empowerment in the Far North Region, including women who have so far been left out of formal DDRR processes, whilst conducting advocacy for context-based humanitarian development peace nexus work.

For the effective implementation of its project, the International Organization for Migration is looking for a qualified person for the post mentioned above.

Under the overall supervision of the Chief of Mission, the direct supervision of the Emergency Coordinator in Yaounde, the Programme Officer (WASH) will provide support in the implementation and monitoring of WASH related activities.

### ***Core Functions / Responsibilities:***

1. **Strategy:** Contribute to the development and execution of the WASH strategy/response plan for IOM in alignment with the overall emergency response plan of the organization.

2. **Oversight:** Ensure that the project(s) activities under responsibility meet their intended scope, time and budget as per the project's work plan as designed by the Programme Manager and inform of any delay or workaround required for timely completion of activities.

3. **Resource Mobilization:** Provide necessary information and documentation to the WASH Programme Manager for the preparation of project proposals and/or for IOM to contact potential donors. Actively assist in the coordination of donor visits. Contribute to contingency planning for possible WASH emergency response if required.

#### **4. Supervision and control areas/aspects:**

a. **Technical:** Prepare and or review technical specifications, BoQs, drawings of the WASH infrastructure planned to be implemented as necessary in order to guarantee quality of the output and alignment to donor requirements. Assess technically the progress of the project(s) under supervision to ensure that compliance of outputs to planned targets is achieved.

b. **Financial:** Contribute in the monitoring of project(s) budget according to internal and donor requirements. Adhere to the guidelines provided by the WASH programme manager regarding the use of budget lines for the project(s) activities.

c. **Human Resource:** Mentor, coach and manage the staff under supervision and help to resolve team conflicts.

d. **Procurement:** Plan and supervise the project(s) procurements in line with approved by the WASH Programme Manager specifications or BoQs, working in close coordination with the procurement and logistics unit to ensure that the required materials and items are procured and delivered to the respective sites in a timely manner. Follow up the schedule with contractors and prepare and sign completion certificates. Work closely with the administrative units of IOM to ensure adequate contracts management, close out procedures and final payments to the contractors.

#### **5. Coordination:**

a. **External:** In coordination with the WASH Programme Manager, actively liaise with the WASH Cluster; other WASH agencies, government authorities / entities and any other relevant

stakeholder to ensure that IOM WASH activities are coordinated to avoid duplication, violation of national regulations or contravention of operational agreements set by the humanitarian community at the country level. Ensure that all relevant permits and authorizations are obtained from the local authorities to guarantee project stability and good relations with the local government.

b. **Internal:** Under the direction of the WASH Programme Manager, coordinate the implementation of activities with IOM support units and ensure that inter-sectoral activities/approaches are planned and coordinated with the respective units/programmes.

6. **Communications:** Maintain an effective and active communication with all the stakeholders. Make sure that the relevant and necessary information is transmitted on a timely manner upstream to the WASH Programme Manager and downstream to the members of the WASH team under supervision.

7. **Monitoring and Evaluation:** Monitor the project implementation by performing regular visits to the areas of operation and record relevant data for further analysis. Ensure that all the project data and information is archived and shared appropriately. Prepare and submit regular progress reports to the WASH Programme Manager indicating progress, constraints and requirements for project completion.

8. **Cross cutting issues:** Contribute to ensure that 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.

9. **Any other duties:** Perform such other duties that may be assigned.

## ***Required Qualifications and Experience:***

### **Education**

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

### **Experience**

- Experience in the implementation of WASH activities in developing countries, preferable in countries facing humanitarian crises and in support of emergency responses; experience in the region is an advantage;
- Experience in the design and implementation of WASH infrastructure, including contract management; and,
- Experience in the implementation of activities that include the promotion of hygiene.

### **Skills**

- Excellent Monitoring and Evaluation (M&E) Skills; Managerial Skills; Organizational Skills;
- Ability to work with limited supervision; and,
- Works effectively with donors, local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives.

### **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 and French is required (oral and written). Working

knowledge of any local language 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

<sup>1</sup> 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](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 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 05 September 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](http://www.iom.int/recruitment)

**Posting period:**

From 23.08.2024 to 05.09.2024

**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: SVN 2024 216 Programme Officer (WASH) (P2) Yaoundé, Cameroon (59097936) Released  
Posting: Posting NC59097937 (59097937) Released