

Position Title : **Thematic Specialist (Migration, Environment, Climate Change and Risk Reduction)**

Duty Station : **Copenhagen, Denmark**

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 : **12 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:**

IOM has engaged in migration, environment, climate change and disaster risk reduction since the early 1990s. IOM's vision on Migration, Environment, Climate Change and Risk Reduction (MECR) is to support States in their efforts to achieve orderly, safe, responsible, and regular international migration and to ensure that all people on the move and those internally displaced by the adverse impacts of climate change, environmental degradation, and disasters due to natural hazards, are assisted and protected. In this regard, IOM's activities reinforce local and national initiatives to prevent and prepare for disasters and related population movements, provide emergency assistance and protection where displacement cannot be avoided, and foster post-disaster recovery solutions and resilience-building.

In line with the IOM Institutional Strategy on Migration, Environment and Climate Change 2021-2030, the Organization pursues three broad objectives in managing environmental

migration, intervening at each stage of the migration cycle:

1. “Solutions for people to move” - Managing migration in the context of climate change, environmental degradation, and disasters due to natural hazards.
2. “Solutions for people on the move” - Assisting and protecting migrants and displaced persons in the context of climate change, environmental degradation, and disasters due to natural hazards.
3. “Solutions for people to stay” - Making migration a choice by building resilience and addressing the adverse climatic and environmental drivers that compel people to move.

As stated in the Danish Organizational Strategy for IOM (2023-2026) for IOM, IOM’s work on Migration, Environment and Climate Change is of particular relevance to the Danish Government priorities. Priority Area 4 of the strategy focuses on “addressing the linkages between climate change and irregular migration and forced displacement”. Furthermore, the Danish Organization Strategy for IOM highlights that “despite a growing body of knowledge and a better understanding on the link between climate change and mobility, gaps remain, e.g. around mobility dynamics, scale and impact. IOM has a key role in developing a common understanding of the interlinkages and causalities as well as in responding to the consequences of climate change on mobility patterns.” The present position will contribute to the key result of strengthening IOM’s engagement on these linkages.

Under the direct supervision of the Programme Manager in IOM’s Country Office in Denmark and the technical guidance of the Head of Climate Migration Policy and Advocacy Division, IOM Headquarters, and in collaboration with other Climate Action Division (CAD) colleagues and relevant Divisions, the Thematic Specialist (Migration, Environment, Climate Change and Risk Reduction) will be responsible for the management, oversight, coordination and support of the programme area “Human mobility and climate change” within IOM’s Climate Change and Migration Data Programme (2024-2026), funded by the Government of Denmark. This will be done in close coordination with CAD Regional Thematic Specialists from East and Horn of Africa, Middle East and North Africa, and West and Central Africa. The implementation of the programme area will also be done in coordination with technical leads from the other area of the Programme, namely “Migration Data and Research”.

Moreover, in close coordination with the Chief of Mission in Denmark, the Thematic Specialist (MECR) will act as the focal point for IOM Denmark and lead advocacy efforts and liaison with key strategic partners in Denmark and provide support to other country offices in the Nordic region (IOM Norway and IOM Finland) on migration, environment, climate change and disaster risk reduction, in close collaboration with the CAD Regional Thematic Specialist in Regional Office (RO) Vienna.

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

1. Under IOM’s Climate Change and Migration Data Programme, act as MECR Technical Lead, coordinate and ensure quality control on the project activities for the programme area on human mobility and climate change. Manage and implement MECR project activities of the Programme (including policy development, research support, capacity strengthening and communication as appropriate), by overseeing activities, monitoring budgets, coordinating with relevant IOM offices, staff, and partners, and proposing strategic implementation pathways.
2. Support IOM Denmark and the Chief of Mission, with advocacy and outreach and organise joint events with the Government of Denmark and other strategic partners to raise awareness on MECR interlinkages and advocacy for inclusion of the theme in strategic high level events, conferences, etc.
3. Act as the main focal point for IOM Denmark and support other country offices in the Nordic region on migration, environment, climate change and disaster risk reduction in close coordination with the relevant Chief of Mission/Head of Office and in close collaboration with the CAD Regional Thematic Specialist in RO Vienna, by ensuring coordination, knowledge

exchange and information flow, providing technical guidance and inputs, developing MECR activities for the Nordic sub-region/office and actively represent IOM in conferences, workshops and meetings related to the thematic area of expertise, as required.

4. Coordinate engagement with the Government of Denmark and other strategic partners by acting as a the main focal point on global policy processes related to adaptation and non-economic losses. This includes providing expert technical advice and substantive inputs, and actively represent IOM in conferences, workshops and meetings related to the thematic area of expertise.

5. Develop, maintain and lead partnerships on MECR with key stakeholders, including UN agencies, research partners, Civil Society, Member and Observer States and other stakeholders based in Denmark, including joint development of relevant knowledge products.

6. Support the Chief of Mission in Denmark with guidance documents, talking points, and briefings on MECR at global and sub-regional levels, including evidence on MECR interlinkages in relation to Nordic countries.

7. Raise visibility on MECR in target regions with strategic partners in Denmark/Nordic countries through development of knowledge and communication materials and high visibility events in Denmark.

8. Raise visibility on results of the Programme with the Media and Communication Officer.

9. Undertake duty travel as required.

10. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in International Relations, Environmental Studies, Legal Studies, Social Sciences or Development Studies 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**

- Experience in and advanced knowledge of the complexities of the migration, environment, climate change and disaster risk reduction nexus;
- Experience in and knowledge of IOM institutional objectives, procedures and strategic approach;
- Experience in leading policy processes and dialogues related to the migration, environment, climate change and disaster risk reduction nexus, including for cross-institutional collaboration;
- Experience in project development, implementation and reporting related to the migration, environment, climate change and disaster risk reduction nexus;
- Experience in building and liaising partnerships with international organizations, international forums of countries, civil society, prominent academia and other relevant organizations, including for the coordination of inter-sectoral discussions, promoting integration and complementarity;
- Experience in research and communication with a focus on migration, environment, climate change and disaster risk reduction;
- Experience of working with cross-functional teams in a dynamic multicultural environment; and,
- Experience working with IOM Member States and other stakeholders, desirable.

### **Skills**

- Understanding of migration as it relates to climate change adaptation and non-economic losses;
- Understanding of human rights issues applied to climate change, environment and migration, including implementation of MECR relevant policies;
- Understanding of the MECR nexus and water and oceans;
- Excellent relationship-building skills and ability to drive consensus among diverse stakeholders with tact and discretion;
- High level of professionalism and ability to work under pressure and adhere to strict deadlines;
- Excellent knowledge management and communication skills, especially in a multilingual setting;
- Excellent, proven skills in drafting documents and analytical papers;
- Proven analytical and organizational skills, including the ability to prioritize and manage simultaneous critical tasks;
- Capacity to work independently under pressure with tight deadlines;
- Proven strong interpersonal skills and ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds;
- Great analytical and creative thinking;
- High sense of responsibility and motivation; and,
- IT proficiency with Microsoft Office applications, including Word, Outlook, PowerPoint, and Teams as well as experience with virtual co-working tools and website management, and excellent online communication and social media skills.

## 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 another official UN language (Arabic, Chinese, 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

<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.

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 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 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 12 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 30.08.2024 to 12.09.2024

### ***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.

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