

Position Title : **Regional Preparedness and Climate Change Adaptation Officer**

Duty Station : **Dakar, Senegal**

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 : **10 December 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); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; 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:**

Under the direct supervision of the Senior Regional Thematic Specialist (EPC), the overall supervision of the Deputy Regional Director for Operations, and the guidance of the Preparedness and Climate Change Adaptation Division (PCCAD) in Headquarters (HQ), the Regional Preparedness and Climate Change Adaptation (PCCA) Officer coordinates and supports the implementation of institutional policy from HQ in Country Offices (COs) across the Region. Specifically, Regional Preparedness and Climate Change Adaptation (PCCA) Officer provides oversight, quality control, and thematic coordination and support to promote consistent, cohesive, and quality evidence-based programming on preparedness, early warnings, anticipatory action to preventing risks from turning into crisis or reducing their potential impact; and adaptation measures for climate change and environmental degradation, as well as natural hazards leading to disasters and climate change impacts on livelihoods, communities and affected population. Under the leadership of the DHRR RTS and together with other Regional

Thematic Units (RTUs), the Regional PCCA Officer contributes to thought leadership on saving lives and protecting individuals on the move, driving solutions to displacement, and facilitating regular pathways for migration. Under the DHRR RTU, the Regional PCCA Officer identifies regional opportunities and risks, fosters knowledge sharing, encourages policy and research development, and supports cross-thematic collaboration internally. Externally, the Regional PCCA Officer also provides advocacy, policy, and programmatic recommendations regarding preparedness and climate change adaptation to regional entities, Member States, and relevant migration fora, spearheaded by IOM's RO and CO leadership. The Regional PCCA Officer will also contribute to integration of Migrants in Countries in Crisis (MICIC) Initiative Guidelines within IOM operations (from crisis preparedness to post-crisis actions) and support states and other relevant stakeholders advancing the implementation of the Guidelines.

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

1. Coordinate building the capacities of COs in the Region through training (formal and on-the-job) and expert thematic guidance in line with the Preparedness and Climate Change Adaptation Division (PCCAD) under the Department of Humanitarian Response and Recovery (DHRR).
2. Participate at regional meetings/working groups relevant to PCCA and develop country-specific or regional initiatives in collaboration with relevant COs and Regional Thematic Units (RTUs) in the RO, particularly the Climate Action RTU (CAD RTU).
3. Coordinate knowledge management efforts with a focus on PCCA in coordination with the Regional Project Development Officer (RPDO), the DHRR RTS, and HQ, including the collection of information, best practices and lessons learned from COs for regional reporting.
4. As delegated by the DHRR RTS, facilitate and coordinate the review, endorsement, and monitoring of project proposals developed by COs in the Region in line with the responsibilities of the DHRR RTU.
5. Maintain regular coordination with relevant HQ Departments, Divisions and Offices, as well as Global Offices (GOs), Country Offices for Partnership and Advocacy (COPA), and liaison offices, to facilitate review, endorsement, and monitoring of proposals, reports and overall resource mobilization efforts in the Region relevant to PCCA.
6. Monitor and assess PCCA-related contextual developments and trends in the region, in collaboration with the DHRR RTS, other RTUs, COs, DHRR, and GOs, to support resource mobilization, programming excellence and project implementation.
7. Provide technical and thematic knowledge to COs on complex situations as requested and including travel as needed, in coordination with the DHRR RTS, particularly as it relates to preparedness, climate change adaptation, and MICIC programming.
8. Facilitate coordination, prioritization and operational planning relevant to PCCA in the region including through the use of the Migration Crisis Operational Framework.
9. Coordinate the development and support of regional, multi-country and cross-border programmes and projects relevant to PCCA.
10. Coordinate resource mobilization in the Region relevant to PCCA, including through advocacy in conjunction with the DHRR RTU, HQ, Global Offices, Liaison Offices, among others.
11. Coordinate the development of regional thematic guidance notes, information sheets and policy documents in coordination with COs, RTUs, HQ and other IOM offices as relevant.

12. Coordinate the development and maintenance of partnerships in Region, including with the governments, UN, special political missions, NGOs, private sector, civil society, academia, diaspora, and others as relevant.

13. Promote the use of a data-driven and evidence-based approach to IOM programming in the region to anticipate and mitigate risks and enhance preparedness, in close coordination with the Regional Data Hub (RDH) and COs.

14. Undertake travel to COs in the Region to advise and guide the development and implementation of PCCAD-related activities including supporting risk monitoring and analysis to inform contingency, preparedness, and response plans, in close coordination with the DHRR RTS.

15. Oversee and support the integration of cross cutting priorities in CO programming related to PCCAD.

16. In the absence of the DHRR RTS, ensure the continued functioning of the DHRR RTU by managing and responding to requests from internal or external partners.

17. Perform any other duties as may be assigned.

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

### **Education**

- Master's degree in International Relations, Disaster Risk Management, Environmental Science, Engineering, Political Science, Social Science, or a related field from an accredited academic institution with at least five years of relevant professional experience; or,
- University degree in the above fields with at least seven years of relevant professional experience.

### **Experience**

- Demonstrated experience in preparedness, Disaster Risk Reduction, and Climate Change Adaptation, and related areas relevant to project development and management, thematic capacity building, and liaison;
- Experience in liaison, resource mobilization, and advocacy with governmental and diplomatic officials, national and international institutions and organizations, civil society, and private sector actors;
- Experience working in an international, inter-governmental, or non-governmental organization, United Nations, or government; and,
- Experience in the design and implementation of capacity building on preparedness, Disaster Risk Reduction, and Climate Change Adaptation.

### **Skills**

- Ability to understand complex contexts and fast-changing migration and displacement dynamics and ability to frame them in their regional, global, and political contexts;
- Proven track record of successful engagement with donors, developing projects, and mobilizing resources for IOM priority areas;
- Demonstrated ability to effectively coordinate with a diverse teams of specialists;
- Strong analytical skills combined with the ability to effectively summarize, present, and communicate findings;
- Demonstrated knowledge and expertise of relevant international standards and classifications relevant to preparedness, Disaster Risk Reduction, and Climate Change Adaptation; and,
- Proven agent of change or willingness to foster a culture of learning and knowledge management.

## 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 Spanish and/or Portuguese 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 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 10 December 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 27.11.2024 to 10.12.2024

### ***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 703 Regional Preparedness and Climate Change Adaptation Officer (P3) Dakar, Senegal (59298202) Released  
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