

Job Description

Introduction

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 ensuring a workplace where all employees can thrive professionally, while working towards harnessing the full potential of migration. Read more about IOM's workplace culture at [IOM workplace culture | International Organization for Migration](#)

Applications are welcome from internal and internal-equivalent candidates only. 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, [internal and internal-equivalent candidates](#) are considered as first-tier candidates.

Organizational Context and Scope

Irregular migration along the Central Mediterranean Route (CMR) remains one of the most dangerous migration routes worldwide. A significant number of Nigerian citizens continue to travel within West Africa and Northern Africa, in search of better economic opportunities. IOM data shows that from 2017 to date, 30% of migrants in transit and destination countries in the CMR route experience exploitative practices during their migratory journey and need protection services. Those willing to return to Nigeria need to have access to comprehensive and sustainable reintegration assistance through national and regional mechanisms which remain limited. To meet these challenges and needs, IOM has partnered with the Federal Government of Nigeria, state actors, national and international NGOs in Nigeria, with the support from the European Commission (EU), the governments of The Netherlands, Italy, and Switzerland. Through this partnership, a comprehensive protection programme aimed at promoting the security, dignity, and rights of migrants along this dangerous migration route and improve the reintegration of returnees through an innovative approach is in place.

The Migration Governance programme focuses on broader programme areas which includes different types of interventions, such as protection and assistance to vulnerable migrants, counter-trafficking (CT) activities, assistance for voluntary return and reintegration (AVRR), mental health and psychosocial support (MHPSS), migration data and facilitating regular migration pathways. The Migration Governance programme is strategically aimed at fostering synergies through a whole of government and whole of society approach that leverages on partnerships with actors in the migration space, strengthening the technical and material capacities of the authorities and organizations for sustainable project outcomes. A major component of the migration governance programme is the protection assistance programme where over 18,000 received comprehensive reintegration assistance. Reintegration assistance can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with and resist to (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions as a matter of choice rather than necessity.

Working under the overall supervision of the Protection Officer , and under the direct supervision of the national Project Officer (Protection & PSEA), and in close collaboration and consultation with other units within the Migrant Protection and Assistance Department (PxD).The successful candidate will be responsible for the implementation and monitoring of the Protection interventions including capacity development for state level actors on protection assistance for migrants in vulnerable situations as well as support with rehabilitation and reintegration.

Responsibilities

1. Support in the implementation of the plan of activities of the project(s) under the direct coordination of the National Project Officer (Protection); support day to day activities and administrative processes; report regularly on the challenges and progress recorded in realization of activities.
2. Assist with monitoring the case management and support of vulnerable migrants, including conducting screening interviews and intake as required as well as referral and treatment (e.g. screening, interviewing, counselling, referral or assistance).
3. In line with the existing Internal guidance notes and SOP on FTR, coordinate with relevant stakeholders to provide family tracing and reunification (FTR) and reintegration support to unaccompanied and separated children (UASC) and adult migrants unable to make decisions for themselves.
4. Assist in communicating with appropriate IOM units and field offices, including psychosocial assistance, counter-trafficking et al;
5. Facilitate temporary shelter placement for vulnerable migrants when required.
6. Support the monitoring of the reintegration of beneficiaries related activities when necessary.

7. Assist in the coordination of inter-agency fora (e.g. Protection cluster, child-protection sub-cluster, gender-based violence sub-cluster, relevant task forces, etc) and monitoring the protection needs of mobile populations as well as communities affected by mobility and their systematic reporting and solution;
8. Conduct field visits, as and when necessary.
9. Perform such other duties as may be assigned.

Qualifications

Required Qualifications and Experience

Education

- Completed University degree from an accredited institution in International Relations, Social Science, Economics, Migration studies, Law, Humanitarian Affairs, or related field.
- Minimum two years of experience for candidates holding a first level university degree and above or a minimum of three years for a high school diploma in the field of migration management.

Accredited Universities are those listed in the [UNESCO World Higher Education Database](#).

Experience

- Experience preferably in migration management, protection, and/or GBV, and related areas;
- Good knowledge of administration and evaluation of concepts and procedures.
- Experience in liaising with government, international organizations, and private sector entities.
- Experience in supporting all aspects of project management and familiarity with international protection standard and EU regulations is desirable, experience in counselling, human relations, and management.
- Ability to work and deliver within short timelines and support large groups of vulnerable migrants.

Skills

- Good knowledge of information technology and proficiency in Microsoft Office applications especially Excel, Word, PowerPoint, Publisher, and SharePoint.
- Strong analytical, organizational, and reporting skills.

Languages

All IOM staff members in all categories are required to be fluent in one of the IOM's official languages (English, French, Spanish).

For this position, working of knowledge of Hausa Language is required.

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

Required Competencies

IOM's competency framework can be found at this [link](#). Competencies will be assessed during the selection process.

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 1

- **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.