



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE IOM/BENITU/SVN2022/32

Open to Internal and External Candidates

Position Title : **National Peacebuilding Officer**

Duty Station : **Bentiu, South Sudan**

Classification : **NO-A (1)**

Type of Appointment : **Special Short Term, 6 months with a possibility of an extension**

Estimated Start Date : **As soon as possible**

Closing Date : **August 16, 2022**

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 environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Scope and Context.

IOM in South Sudan has a broad range of programming centered around three broad areas: Humanitarian Coordination and Support; Humanitarian response and Resilience; and Peacebuilding, Transition, and Development. Humanitarian Coordination and support includes leading/co-leading the Camp Coordination and Camp Management (CCCM) and Shelter and Non-Food Items (NFI) Clusters, Displacement Tracking Matrix (DTM), Water, Sanitation and Hygiene (WASH) and management of WASH and Shelter and NFI Core-pipelines, Humanitarian Hubs and common transport services. Humanitarian response and Resilience includes CCCM, WASH, Shelter & NFI, Health, Protection, Gender equality and inclusion, Mental health and Psychosocial support and the Management of a Rapid Response Fund. Under Peacebuilding, Transition and Development, IOM South Sudan implements programming on Housing, Land and Property Page issues, Transition and Recovery, Transhumance conflict prevention, Community-based violence reduction, Community development and Migration Management.

Under the direct supervision of the Transition and Recovery Unit Programme Coordinator, the successful candidate will support facilitation and participatory processes for powerbroker engagements, participation, and representation for building peace among feuding parties, creates the enabling environment for recovery, social stability, and transition.

Responsibilities and Accountabilities.

Community engagement, dialogue and conflict prevention

- Support community dialogues to resolve or prevent potential conflict.
- Engage community leaders including young people on peace and development initiatives.
- Support mobile and rapid response initiatives and support design of sustainable community driven early warning and early response mechanisms.

Capacity building and trainings

- Support with inputs for and implementation of an action plan, relevant curricula and training materials for strengthening the capacity of 'change agents' and community stakeholders on HLP dispute resolution skills and approaches as well as on existing HLP referral mechanisms within the South Sudan context in Bentiu.
- Provide HLP training to community stakeholders on dispute resolution.
- Participate in rapid institutional capacity assessments regarding HLP, including assessments for dispute resolution mechanisms at the village-level in the project target areas, document gaps and participate in capacity building workshops as needed.
- Provide support to the National Authorities to help with the finalization of the South Sudan Land Policy.

Project management and coordination

- Provide logistical and administrative support for the coordination and management of TRU peacebuilding project governance structures, such as the project Technical Working Groups, to facilitate collaboration amongst project partners and across IOM thematic units.
- Participate in inter-agency coordination relevant for HLP such as, South Sudan HLP Technical Working Group Housing.
- Attend IOM internal discussions for evidence-based and conflict sensitive planning and programming.
- Draft and/or coordinate the preparation of timely analytical reports including donor progress reports, evaluation reports, publications and a variety of information products or proposals for internal and external use.
- Perform such other duties as may be assigned.

Desired qualifications:

(Education and experience)

Completed University Degree/Diploma, Bachelor's degree in Development studies or relevant field.

Experience.

- Two years (2) of field experience in implementing peacebuilding and livelihood programmes in South Sudan.
- Monitoring and evaluation experience at the field level required.
- Experience in coordinating with other programme units and ability to establish and maintain working relations with government counterparts, UN agencies, and other relevant stakeholders.

- Previous related experience in Bentiu operations is an advantage.
- Excellent command of English including strong written and oral.
- Experience working with National NGO partners to build their capacity to influence the development of civil society in South Sudan.
- Computer skills - with a thorough knowledge of Microsoft office, use of internet and email.
- Knowledge and experience of UNDSS procedures an advantage.
- Good report writing skills.
- Good computer skills: knowledge of MS Word, Excel, PowerPoint, and email/internet software.

Required Competencies.

Behavioral.

- **Accountability:** Accepts and gives constructive criticism, follows all relevant procedures, processes, and policies, meets deadline, cost, and quality requirements for outputs, monitors own work to correct errors, Takes responsibility for meeting commitments and for any shortcomings.
- **Client Orientation:** Identifies the immediate and peripheral clients of own work, Establishes, and maintains effective working relationships with clients, keeps clients informed of developments and setbacks.
- **Continuous Learning:** Contributes to colleagues' learning, demonstrates interest in improving relevant skills, demonstrates interest in acquiring skills relevant to other functional areas, Keeps abreast of developments in own professional area.
- **Communication:** Actively shares relevant information, clearly communicates, and listens to feedback on, changing priorities and procedures, writes clearly and effectively, adapting wording and style to the intended audience, listens effectively and communicates clearly, adapting delivery to the audience
- **Creativity and Initiative,** actively seeks new ways of improving programmes or services, expands responsibilities while maintaining existing ones, persuades others to consider new ideas, proactively develops new ways to resolve problems.
- **Leadership and Negotiation,** convinces others to share resources, actively identifies opportunities for and promotes organizational change, presents goals as shared interests, articulates vision to motivate colleagues and follows through with commitments.
- **Performance Management** Provides constructive feedback to colleagues, identifies ways for their staff to develop their abilities and careers, provides fair, accurate, timely, and constructive staff evaluations, uses staff evaluations appropriately in recruitment and other relevant HR procedures.
- **Planning and Organizing;** Sets clear and achievable goals consistent with agreed priorities for self and others, identifies priority activities and assignments for self and others, Organizes and documents work to allow for planned and unplanned handovers,

identifies risks and makes contingency plans, adjusts priorities, and plans to achieve goals, Allocates appropriate times and resources for own work and that of team members.

- Professionalism, Masters subject matter related to responsibilities, identifies issues, opportunities, and risks central to responsibilities, incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation, Persistent, calm, and polite in the face of challenges and stress, treats all colleagues with respect and dignity, Works effectively with people from different cultures by adapting to relevant cultural contexts.
- Displays availability outside of regular hours to respond to challenges, Knowledgeable about and promotes IOM core mandate and migration solutions, Personal commitment, efficiency, flexibility, and drive for results.
- Teamwork: Actively contributes to an effective, collegial, and agreeable team environment, contributes to, and follows team objectives, gives credit where credit is due, seeks input and feedback from others, Delegates tasks and responsibilities as appropriate, actively supports and implements final group decisions, Takes joint responsibility for team's work.
- Technological Awareness: Learns about developments in available technology, proactively identifies and advocates for cost-efficient technology solutions, understands applicability and limitation of technology and seeks to apply it to appropriate work.
- Resource Management establishes realistic resource requirements to meet IOM need.

Technical

- Sensitivity to the needs and priorities of different sectors of the community.
- Familiarity with the culture of the affected population, ability to develop respect from a wide range of people and strong ability to communicate effectively on hygiene matters.
- Good oral and written reporting skills.
- Diplomacy, tact, and good communication skills.
- Training/counterpart development skills and personnel management skills.
- Ability to work well in a team in difficult circumstances.

Languages:

Thorough knowledge of English, Arabic, and working knowledge of local languages essential.

Method of application:

Interested candidates are required to complete the information in this link <https://ee.humanitarianresponse.info/x/#Yi5g> and submit a letter of motivation and curriculum vitae marked “**National Peacebuilding Officer**” through e-mail: vss@iom.int. Applications need to reflect the position title and vacancy number on the subject line.

Note: Incomplete applications will not be considered valid.

Women are highly encouraged to apply.

Deadline for applications: 16 August 2022. Only short-listed applicants will be contacted.

Posting period: 02 August 2022 –16 August 2022