



International Organization for Migration (IOM)

The UN Migration Agency

## CALL FOR APPLICATIONS

**POSITION TITLE:** Rehabilitation Therapist (National Consultant) dedicated to implement Disability Inclusion programming in the areas of Tonj South and Aweil South in South Sudan

**DUTY STATION:** Wau, South Sudan

**1. Duration of Consultancy: Six months**

**2. Organizational Context and Scope**

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 issues, transition and recovery, transhumance conflict prevention, community-based violence reduction, community development and migration management

**3. Project Context and Scope**

IOM is providing a multi-sectoral response in South Sudan including Camp Coordination and Camp Management (CCCM), Shelter-NFI, Health, Water Sanitation and Hygiene, Mental Health and Psychosocial Support. Protection Unit supports protection mainstreaming within all of IOM's responses as well as implementing specialized protection activities. Under the overall supervision of the Head of Operations and the direct supervision of the Protection Officer, the successful candidate will provide support in implementation of protection activities as well as provide support in protection and gender analysis and development of protection assessment reports and other information products with a focus on the protection situation in South Sudan through the review, processing and use of data collected through the Displacement Tracking Matrix (DTM), other relevant displacement and mobility data collection including review of protection data collected by other sectors within IOM. Specifically, s/he will be responsible for providing technical guidance and support to the Data Analysis and Research Team (DART) team and presentation with partners, on protection mainstreaming along global protection guidelines and support facilitation of protection team meetings. S/he will also support the provision of technical guidance to protection team deployments and general protection programming.

IOM places protection at the centre of its humanitarian action<sup>1</sup>. Indeed, IOM is committed to the IASC Statement on the Centrality of Protection and to implementing the IASC Policy on Protection in Humanitarian Action. Thus, IOM has significantly enhanced its protection programming, whilst increasing its protection workforce and building its capacity. These efforts culminated in the 2019 elaboration of a Protection in Humanitarian Action (PiHA) framework which aims to provide the Organization with a strategic, predictable and consistent approach to protection.

Embedded in its broader approach to Protection, IOM's interventions have been designed to reduce vulnerabilities to protection risks, including Disability Inclusion, by building the capacity of field practitioners to identify, prevent and mitigate barriers; providing innovative tools to improve the management of sectoral responses and coordination of service provision in response to identified risks; enhancing operational collaboration between IOM sectors and specialized Protection/Disability Inclusion actors.

Against this backdrop, IOM is looking to further bring forth its protection programming in the field of Disability Inclusion, building on its global experience in these fields and more particularly in South Sudan, with a short term Rehabilitation Therapist dedicated to implement Disability Inclusion programming in the areas of Tonj South and Aweil South in South Sudan.

**4. Organizational Department / Unit to which the Consultant is contributing: Protection, Gender Equality and Inclusion Unit)**

**5. Tangible and measurable outputs of the work assignment**

Tasks to be performed under this contract Under the direct supervision of the Protection Officer in South Sudan, the successful candidate will work on the following deliverables:

- Lead the identification of persons with disabilities in need of assistive devices
- Evaluate the condition and needs of identified persons with disabilities
- Help persons with disabilities develop their strengths and adjust to their limitations
- Provide individual and group counseling to help beneficiaries adjust to their disability
- Recommend assistive devices for persons with disabilities, such as wheelchairs and white canes, that help them live and work more independently
- Guide persons with various impairments to perform different tasks, such as guiding persons with visual impairment how to use white canes
- Maintain beneficiaries' records and monitor their progress, adjusting the rehabilitation plan as necessary
- Enlighten families and communities to understand the needs and abilities of persons with disabilities
- Advocate for the rights of people with disabilities to live in a community and live a life of their choice
- Perform such other duties as may be assigned

**6. Performance indicators for the evaluation of results**

All components of the Protection programme are evaluated duly and recommendations are drawn for

---

improvement of programming.

All project locations are visited for respective assessment of the programme implementation in the field. The evaluation report is comprehensive and feedback provided by the Mission is duly considered.

## 7. **Education, Experience and/or skills required**

Master's degree in Rehabilitation Counselling, Occupational Therapy, Physio-therapy or a related field from an accredited academic institution with seven years of relevant professional experience; or University degree in the above fields with nine years of relevant professional experience.

A minimum of seven years of professional experience in the humanitarian and development fields relating to migration, refugee, IDP issues, showing increasing levels of responsibility. Professional experience should include field-work in multiple duty stations.

Specific experience working on the implementation or monitoring of projects related to the inclusion of disabilities

Specific experience working with persons with various impairments

Demonstrated experience in mainstreaming Disability Inclusion and Protection into other sectors and working with non-protection colleagues and teams

Specific experience in the elaboration and facilitation of workshops and trainings

Prior experience in Disability Inclusion programming and/or coordination

Experience in liaising with governmental authorities, other national/international institutions.

Extensive experience in coordinating activities with various stakeholders both at global level and in the field.

Excellent track record of effective working relationships with private sector, government officials and UN agencies.

Proven leadership and negotiation skills, particularly in a multi-stakeholder and multi-cultural environment.

Knowledge and experience on innovative technology used for humanitarian and development works.

## 8. **Travel required**

The National consultant is expected to conduct field visits to the specified project locations in South Sudan. Travel is required.

## 9. **Competencies**

### Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences;

encourages diversity and inclusion wherever possible.

- **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.

#### Core Competencies – behavioural indicators

- **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 action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

#### **APPLICATION PROCEDURES**

Interested candidates should send a motivation letter and their Curriculum Vitae to **vss@iom.int** by **25 January, 2022**, indicating in the subject of the e-mail **"Rehabilitation Therapist (National Consultant)"**.