



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE IOM/WAU/SVN2022/27

Open to Internal and external candidates

Position Title : **Senior Project Assistant -Conflict Analyst**

Duty Station : **Wau – South Sudan**

Classification : **General Service Staff, Grade 6**

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

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

Closing : **August 10, 2022**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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

IOM is committed to a diverse and inclusive environment. External and internal candidates are eligible to apply for this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

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 Conflict Analyst and in close collaboration with the Transition and Recovery Unit (TRU) Coordinator and the Displacement Tracking Matrix (DTM) team the successful candidate will guide and support field teams working on peacebuilding, stabilization, recovery and resilience. In this capacity, the incumbent will be primarily responsible for:

1. Support the mainstreaming of conflict sensitivity throughout the project life cycle for IOM-South Sudan projects in different locations, including Warrap, Lakes, Northern Bahr el Ghazal and west border areas of Abyei State, under RSRTF funded projects and elsewhere as required.
2. Provide technical support and guidance to field staff on conflict sensitivity monitoring, including risk identification and risk mitigation.
3. Provide technical support and operational guidance to field staff on the roll out of conflict-sensitivity tools and guidance for project interventions.
4. Participate in continual analyses pertaining to the conflict-related impacts of sub-project interventions, producing narrative reports on prevailing conflict dynamics and possible mitigation measures for interventions.
5. Review, compile and consolidate project documents pertaining to conflict, gender and protection with a view towards better adapting project interventions.
6. Support operational staff in field locations, as well as other IOM staff to technically monitor and evaluate conflict sensitivity and do no harm standards.
7. Ensure timely feedback and reporting by providing weekly updates and reports to the Conflict Analyst and TRU Coordinator.
8. Conduct field monitoring visits and evaluations in coordination with other relevant IOM technical staff, including gender and protection.
9. Perform other duties as assigned.

Desirable Qualifications and Experience.

Education.

- University degree from accredited university in political science, sociology, anthropology, international relations, or conflict studies with four years of relevant professional experience.
- Diploma in the above fields with six years of progressive professional experience in the same fields

Experience.

- Demonstrated understanding of conflict analysis and conflict sensitivity practice.
- Experience integrating conflict sensitive and do no harm approaches into projects.

- Demonstrated ability to lead the design and delivery of effective capacity building on conflict sensitive approaches to programming and ‘do no harm,’ preferably in the context of in local governance and infrastructure development.
- Experiencing in analyzing conflict and social dynamics, including with respect to population movement and housing land and property issues.
- Experience working on peacebuilding and conflict mitigation.
- Strong interpersonal and communication skills.
- Excellent research, writing and analytical skills.
- Experience with both quantitative and qualitative data collection.
- Solid organizational skills: the ability to be flexible and work well under pressure.
- Experience and ability working in difficult locations for extended periods of time.
- Good computer skills: knowledge of MS Word, Excel, PowerPoint and email/internet software.

Desirable Competencies.

Behavioral

The incumbent is expected to demonstrate the following values and competencies:

- 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.
- 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
- Leadership; provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization’s vision; assists others to realize and develop their potential.

- Empowering others and building trust; creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision; works strategically to realize the Organization's goals and communication a clear strategy

Technical

- Displays mastery of subject matter
- Display awareness of relevant technological solutions and sustainability
- Execute tasks in a timely and accurate manner
- Coordinates and corresponds in a clear and concise manner
- Seeks to improve efficiency in tracking, monitoring and evaluating
- Follows up tasks to ensure timely completion
- Proactively develops new ways to resolve problems
- Allocates appropriate times and resources for own work and that of team members
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation.
- Demonstrates commitment to gender equality and prevention of GBV.
- Creates a respectful office environment free of harassment and retaliation and promotes the protection from sexual exploitation and abuse (PSEA).

Languages:

Thorough knowledge of English language is required. Knowledge of local languages is essential.

Method of application:

Interested candidates are required to complete the information in this link <https://ee.humanitarianresponse.info/x/#Yi5q> and submit a letter of motivation and curriculum vitae marked "**Senior Project Assistant- Conflict Analyst**" to e-mail: vss@iom.int. Applications sent through email need to reflect the position title and vacancy number on the subject line. **Strictly On-line Applications will only be accepted.**

Note: Incomplete applications will not be considered valid.

Women are highly encouraged to apply

Deadline for applications: 10 August 2022. Only short-listed applicants will be contacted.

Posting Period: 27 July 2022 to 10 August 2022