



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE IOM/WARRAP/SVN2022/29

Open to Internal and External Candidates

- Position Title : **National Project Officer – Peacebuilding and Dialogue Mediation**
- Duty Station : **Warrap Town - South Sudan**
- Classification : **NOA**
- Type of Appointment : **Special Short Term, 6 months with possibility of extension**
- Estimated Start Date : **As soon as possible**
- Closing Date : **August 10, 2021**

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 migrants.

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 issues, Transition and Recovery, Transhumance conflict prevention, Community-based violence reduction, community Development and Migration Management.

Under the overall direction of the IOM Chief of Mission in South Sudan, the direct supervision of Transition and Recovery Coordinator, and in close coordination with the relevant IOM thematic units, the National Project Officer will support project management functions of the Transition and Recovery programme portfolio.

The Transition and Recovery programme portfolio aims to foster and promote reconciliation, community stabilization and livelihoods in target locations across Sudan. Projects are currently implemented in Western Bahr-el Ghazal, Unity, Abyei, Jonglei and Central Equatoria states. The programmes fall under three main pillars: peacebuilding, community stabilisation, recovery and resilience. Projects are context specific and are designed to create a conducive and safe environment for civilians by i.e. engaging armed actors, young people, decision makers such as government and local leaders. Projects seek to strengthen structures that help prevent violence, enhance local capacities for the peaceful resolution of conflicts and disputes arising out of i.e. competition over land and resources between communities. The projects support restoration of livelihoods, constructing/rehabilitating basic infrastructure and enhancing skills including literacy and TVET as entry points for community engagement and peacebuilding. IOMs TRD programming is built on an adaptive peacebuilding approach, that uses a process of continuous learning, feedback and adaptation to achieve sustainability and transformative change. Within Greater Tonj, Warrap State conduct the following activities:

1. Facilitate youth-led dialogues and peace processes.
2. Facilitate community-led intergenerational dialogues and peace processes.
3. Train and engage armed youth, older men, older women and young women in gender transformative dialogues sessions to modify harmful social norms and masculinities that underpin violence at individual, communal and intercommunal levels
4. Train and monitor peacebuilding assistants in joint and multi-sector responses.
5. Engage youth groups to customary law assessments, review and validation workshops
6. Ensure participation and representation around customary law, including rules of engagement
7. Support identification and prioritisation of functional adult literacy (FAL), livelihoods and peace dividends
8. Write reports to capture learnings from project activities and link lessons from the field to programme-wide approaches.
9. Coordinate operational tasks for implementing dialogue and workshops activities
10. Report and feed into programme-wide functions, such as monitoring and evaluation framework and consortium technical working groups.
11. Perform other duties as may be assigned.

Required Qualification and Experience:

Education

- Master's university degree from an accredited academic institution preferably in social sciences; or
- University degree in the above fields with two years of relevant professional experience.

Experience

- Experience mobilizing community members for programme activities.
- Experience in Gelweng-led projects in Warrap State.
- Experience in event management in rural settings
- Experience contributing to monitoring and evaluation reports
- Experience in project implementation in post conflict or transitional situations
- Project implementation and supervision 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
- Demonstrated experience in community-based approach in conflict management and mediation
- Demonstrated experience in peacebuilding and mediation programming
- Similar work experience in South Sudan
- Experience in logistics and operations within IOM is an advantage

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

- Delivers on set objectives in hardship situations
- Works effectively with authorities, stakeholders, beneficiaries, and the broader community to advance global objectives

- Displays mastery of subject matter
- Display awareness of relevant technological solutions and sustainability
- Execute tasks in a timely and accurate 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

Languages:

Thorough knowledge of English and Arabic is required. Knowledge of local (indigenous) languages will be an added advantage.

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 Project Officer (Peacebuilding and Dialogue Mediation)**” 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: 10 August 2022. Only short-listed applicants will be contacted.

Posting period: 27 July 2022 to 10 August 2022