

Position Title : **Project Manager**
Duty Station : **Conakry, Guinea**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **16 August 2023**

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 work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. 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, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

Context:

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.

Irregular migration along the Central Mediterranean route is increasingly dangerous for migrants. Crossing the Mediterranean to Italy is by far the deadliest route, with 1 death recorded for 35 arrivals (IOM, 2016). In addition, over 70% of the migrants interviewed by IOM on their arrival in Italy report that they were victims of trafficking or other exploitative practices during their migratory journey along the routes of the Central Mediterranean.

To meet these challenges, the European Union (EU) and the International Organization for Migration (IOM) have developed the Joint Initiative for Migrant Protection and Reintegration in

Africa (hereinafter “Joint Initiative”), for which implementation started in Guinea in April 2017 and ended at the beginning of 2023. As a follow up programme, IOM and the European Union developed the “Migrant Protection, Return and Reintegration Assistance Programme” (hereinafter “Joint Initiative”).

The project aims to protect the security, dignity and rights of migrants along this important and dangerous migration route and to help improving the reintegration of returnees through innovative approaches. This will be achieved through different types of interventions, including protection and assistance to vulnerable and stranded migrants in transit, provision of direct assistance through search and rescue support, identification, referral and specialized direct assistance to the most vulnerable groups, voluntary return assistance, support with sustainable reintegration, and enhanced coordination among actors.

Under the direct supervision of the Chief of Mission, and in close coordination with the Migrant Protection, Return and Reintegration (MPRR) Senior Coordinator and the MPRR Central Coordination Unit (CCU) as well as the relevant Thematic Specialists in the Regional Office for West and Central Africa, the Project Manager will be responsible for the overall management, oversight and coordination of the EU-funded project for Protection and Reintegration of returning migrants to Guinea.

Core Functions / Responsibilities:

1. Manage the MPRR project’s implementation in a timely manner, overseeing its financial, administrative, and technical aspects, in line with IOM’s policies and procedures, as well as donor requirements and in coordination with the MPRR CCU.
2. Ensure proper coordination in the Region with other projects funded within the framework of the European Union financial instruments in terms of reintegration approach, monitoring and evaluation, reporting, data collection and information elaboration.
3. Monitor project progress, specifically aimed at increasing effectiveness and recommending appropriate action using the tools developed by the MPRR CCU.
4. Supervise all staff assigned to the project, as well as consultants, implementing partners and service providers recruited to support and/or undertake specific activities.
5. Establish and maintain strong partnerships with Government entities and with the European Delegation, other implementing partners, UN agencies and other stakeholders.
6. In coordination with the RMO and CCU, lead on Joint Initiative programme closure and final report development.
7. Lead on and ensure timeline submission of all MPRR interim and final narrative and financial reports, in coordination with the RMO.
8. Prepare other reports as needed and ensure proper information exchange on all operational aspects of the project between IOM, the EU, and other stakeholders.
9. Identify complementary activities to enhance the impact of the Joint Initiative and MPRR interventions and identify new project possibilities in the country on Assisted Voluntary Return and Reintegration (AVRR), in relation to expressed governmental needs, donors’ priorities and in line with IOM’s mandate and strategy.
10. Ensure synergies with other IOM Guinea projects on return/repatriation and reintegration and contribute to effective coordination with other local and international actors involved in this area.

11. Represent IOM at relevant seminars and meetings, as well as other events aimed at promoting IOM's image and activities.
12. Undertake site visits and duty travel as required.
13. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Political or Social Sciences, Law, International Relations, or a related field from an accredited academic institution with five years of relevant professional experience; or,
- University degree in the above fields with seven years of relevant professional experience

Experience

- Experience in project management, including managing Migrant Assistance and Return/Reintegration projects with a Government or UN agency, or a regional or international organization; and,
- Experience implementing similar projects in Sub-Saharan countries is preferred.

Skills

- Proven ability to establish and maintain strong working relations with relevant Government counterparts, international organizations, and private sector entities.

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English and French is required (oral and written). Working knowledge of either a local language and/or Spanish is an advantage.

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

Notes

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

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 2

- **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.

Managerial Competencies – behavioural indicators level 2

- **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 leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 16 August 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 03.08.2023 to 16.08.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 337 Project Manager (P3) Conakry, Guinea (58285302) Released
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