

Position Title : **Project Manager**
Duty Station : **Dakar, Senegal**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Special short-term graded, 9 months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **13 March 2024**

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; 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 the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. In September 2016, IOM became a related agency of the United Nations (UN), thereby becoming the UN Migration Agency. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services to migrants and advice to governments, including the development of coherent and rights-based migration policies and mainstreaming migration into the development agenda. As the UN migration agency, IOM mainstreams migration in efforts towards delivering the Sustainable Development Goals; supports governments to implement the Global Compact for Safe, Orderly and Regular Migration, and serves as Secretariat and Coordinator of the UN Network on Migration.

Comprehensive, rights-based and evidence-based migration policies and legal frameworks are crucial for contributing to safe, orderly and regular migration. The pressing importance of

supporting Member States in the West and Central Africa (WCA) region on migration law and policy is reflected in the objectives of the Regional UN Network on Migration for WCA, co-chaired by IOM and Office of the High Commissioner for Human Rights (OHCHR). IOM aims to foster cooperative, informed and rights-based migration governance across the region, and to promote policy coherence, in partnership with a broad range of stakeholders. A key obstacle to the development and implementation of sound migration policies across the WCA region is the lack of comprehensive policy analysis and dialogue in order to inform policymaking on migration in the region, as well as a dedicated platform to facilitate exchanges between legal practitioners in the migration policy sphere in WCA in particular. IOM therefore supported the creation of a professional network bringing together legal professionals in WCA in order to support migration law and policy developments, through expert analysis and dialogue, called the Network of Legal Experts on Migration for WCA. This network is now finalizing its first comparative analysis on “Migration and Detention” for publication.

Under the overall supervision of the Regional Director for West and Central Africa, and the direct supervision of the Senior Regional Liaison and Policy Advisor (SRPLA) in the IOM Regional Office for West and Central Africa in Dakar, and in close coordination with the Head of the International Migration Law Unit (IML) at HQ, the Project Manager will be responsible and accountable for managing, coordinating and overseeing the implementation of the project supporting the Network of Legal Experts in West and Central Africa.

Core Functions / Responsibilities:

1. Manage the implementation of the multi-donor project on the Network of Legal Experts, including the oversight of the financial, administrative and technical aspects, in line with IOM's policies and procedures, as well as donor requirements.
2. Provide operational management, guidance, and technical supervision to the Project staff, assisting on programmatic strategy and implementation. Oversee the Project progress specifically aimed at increasing effectiveness and recommending appropriate action.
3. Oversee the communication, coordination, visibility and outreach the Legal Experts, as well as the efforts to have Experts representing all West and Central Africa countries, in coordination with IOM's Regional Office for West and Central Africa, Chiefs of Mission in the Region, and the relevant units in HQ.
4. Liaise, outreach and establish relationships with potential experts and other stakeholders within research and legal institutions as well as with the selected candidates.
5. Provide input, guidance and support to the steering committee to the Network of Experts.
6. Coordinate the timely implementation of the workplan of the Network and provide necessary monitoring and evaluation.
7. Coordinate the review, follow up and publication of the Experts' comprehensive comparative law publications following the yearly expert meetings, including the publication of the 2023 meeting on “Migration and Detention” and in coordination with the Regional Office, provide guidance and support to the Experts and feedback to their reports, as needed.
8. Organize meetings of the members of the Network of Experts, including the supervision of necessary logistical support and practical arrangements, liaising, and preparation of the meetings.
9. Supervise the appropriate storage of analysis documents produced by the Network of Experts and promote actively its sharing for IOM's use internally and externally, including through the Migration Policy Repository, the UN Network Hub, and the upcoming Policy Exchange and Learning on Migration platform.

10. Liaise regularly with donors and potential donors for the project, including communication and outreach.

11. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Law, International Law, International Human Rights Law or Migration Law from an accredited academic institution with five years of relevant professional experience; or,
- University degree in the above field with seven years of relevant professional experience.

Experience

- Proven work experience in liaising with regional multilateral bodies, governments, and other national/international institutions and non-governmental organizations (NGOs);
- Demonstrated experience in project management;
- Work experience in the West and Central African region is an asset;
- Work experience as a practicing migration lawyer or academic expert on migration is considered an asset; and,
- Fundraising experience is an asset.

Skills

- Good knowledge of project formulation, implementation, administration and evaluation techniques and practices;
- Sound knowledge of migration law, in particular displacement, refugee and migration related issues in fragile and conflict affected countries;
- Excellent knowledge of technical cooperation principles, concepts and techniques;
- Excellent skills in facilitating partnerships and collaboration on strategic areas;
- Seeking to bring innovation in programmes and policy approaches;
- Proven analytical skills, both qualitative and quantitative;
- Excellent communication skills, including demonstrated ability to write clearly, succinctly and in a manner that appeals to a wide audience;
- Strategic thinking, including demonstrated ability to effectively synthesize information, organize complex ideas and place them in a wider organizational context;
- Understanding of migration issues, trends and policies in West and Central Africa; and,
- Maturity of judgement to ensure appropriate handling of sensitive issues.

Languages

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English and French is required (oral and written). Working knowledge of Portuguese as well as another official UN language (Arabic, Chinese, Russian and 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.

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 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 and who do not have prior experience outside the duty station's country as staff member in the Professional category 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 background verification 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 13 March 2024 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 29.02.2024 to 13.03.2024

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: SVN 2024 57 Project Manager (P3) Dakar, Senegal (58685973) Released

Posting: Posting NC58685974 (58685974) Released