International Organization for Migration (IOM)
Senior Protection Assistant
Protection Unit
Erbil - Iraq
Sub-Contract to Stars & Orbit
Equivalent to G6
Six (6) months, with possibility of extension subject to satisfactory performance and funds availability
28th January 2020
CFA2020/IRQ/003

Context

Under the general guidance of the Chief of Mission (COM) and Senior Emergency Coordinator/Head of Programmes, overall Supervision of the Protection Coordinator and Head of Community Stabilization Unit, and direct supervision of the National Protection Officer, the incumbent will be responsible for the following protection activities within the Protection Unit.

Core Functions / Responsibilities

1. Support the Protection Coordinator/National Protection Officer with the implementation, monitoring, and coordination of protection projects, in camp and out of camp locations, including the development of policy and procedural guidelines.
2. Contribute to the development of protection strategies for vulnerable populations in and out of camps, including in the context of return and reintegration.
3. Work closely with local authorities and/or national government, the IOM country team, international organizations, and non-governmental organizations (NGOs) to discuss remedies and solutions to protection problems facing internally displaced people, vulnerable migrants, vulnerable civilians, and other affected populations, including humanitarian access to all IDPs and migrants.
4. Participate in the Mission’s Protection from Sexual Exploitation and Abuse (PSEA) efforts by providing information to PSEA focal points in other programs and reinforce reporting procedures among staff.
5. Plan, coordinate and conduct training and awareness sessions on general protection, GBV core principles, PSEA for IOM staff, partners, NGO, government, and affected communities, as required.
6. Keep anonymized records of allegations received directly by IOM staff, Network members and other actors in-country in order to capture SEA trends.
7. In coordination with the head of sub-offices, he/she Ensure that staff in the sub-offices were provided awareness raising on PSEA.
8. Ensure gender and protection mainstreaming within all project activities.
9. Undertake duty travel as required.
10. Perform such other duties as may be assigned.

IOM is committed to a diverse and inclusive environment. Applications from qualified female candidates are especially encouraged, as well as the internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, the internal candidates are considered as first-tier candidates.
Required Qualifications

**Education:**
- University Degree in Political or Social Sciences, International Relations, Law or a similar field from an accredited academic institution.

**Experience and Skills**
- Four years of relevant professional experience, preferably within protection role.
- Experience in providing direct assistance to beneficiaries.
- Experience working within challenging environments.
- Experience in organizing events, workshops, and meetings.
- Experience with raising awareness in the public domain.
- Experience working with governmental, non-governmental institutions and UN agencies preferred.

**Languages:**
- Excellent command of English, Arabic and Kurdish is required.
- Any other language is an asset.

**Behavioral Competencies**
- Work prioritization and ability to multitask.
- Shares knowledge and experience.
- Positive, constructive attitude.
- Ability to work and act under pressure with discretion in politically sensitive environment with a minimum of comfort.
- Responds positively to critical feedback and differing points of view.
- Ready to work independently, under tight deadlines.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Ability to work in a multi-cultural team environment with a positive attitude.
- Highest standards of integrity, discretion and loyalty.
- Strives for supportive working environment and positive working relationship.
- Focuses on result for the client and responds positively to feedback.
- Creates a respectful office environment free of harassment, retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA).

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**IOM IN/234 - Policy and Procedures for Preventing and Responding to Sexual Exploitation and Abuse**

*IOM has a policy of zero tolerance of sexual exploitation and abuse (SEA) by IOM staff members and the employees or any other persons engaged and controlled by IOM Contractors. The staff members and all contract type holders shall protect against and prevent sexual exploitation and abuse (PSEA).*

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**How to apply:**
Interested candidates are invited to submit their applications via this link: [https://iraq.iom.int/jobs/senior-protection-assistant-0](https://iraq.iom.int/jobs/senior-protection-assistant-0)

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

**Posting period:**
From: 14.01.2020 to 28.01.2020