



Organization or Agency: **International Organization for Migration (IOM)**  
Position Title: **Conflict Analyst**  
Organizational Unit: **Community Stabilization Unit**  
Duty Station: **Erbil-Iraq**  
Type of Contract: **Sub-Contract to Stars & Orbit**  
Grade: **Equivalent to P3**  
Duration of Appointment: **Six (6) months, with possibility of extension subject to satisfactory performance and funds availability**  
Closing Date: **31<sup>st</sup> March 2020**  
Reference Code: **CFA2020/IRQ/092**

*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.*

## Context

Under the general guidance of the Chief of Mission (CoM) and the direct supervision of the Head of the Community Stabilization Unit, the successful candidate will provide conflict sensitive analysis and guidance for community stabilization, peace building, and social cohesion activities in Iraq.

The incumbent will support IOM's stabilization programme in Iraq through engagement in strategic planning, development and implementation of tools and guidelines, assessments, provision of training and support to strengthen impact monitoring. S/he will also support the coordination of research for the unit.

## Core Functions / Responsibilities

1. Provide guidance and supervision to conflict-sensitive community assessments, ensuring that project's methodology will be under continuous adaptation based on a contextualized analytical understanding of root causes of conflict, ongoing tensions and grievances, triggers for violent resolutions of disputes, coping mechanisms, formal and informal venues for dialogue, and key factors to sustain the peace dividend.
2. Support the design and refinement of strategies and operational plans to maximize IOM assistance in the areas of community stabilization, peace building and social cohesion in the context of providing durable solutions for internally displaced persons, returnees and host communities across Iraq.
3. Review and analyze available documentation, reports, studies and best practices on conflict management related issues in Iraq and Middle East in order to build a set of measures to help mitigate the tensions in the communities between IDPs and host community members.
4. Lead the design and support the implementation of conflict transformation and transition initiatives, including community stabilization programming particularly, but not exclusively, addressing social cohesion, reparation and peace building.
5. Coordinate closely with Project Officers, programme field staff, Community Focal Points (CwC, CAPs) to ensure that activities are designed, implemented and monitored in accordance with a conflict sensitive methodology and peace building strategy.
6. Ensure that youth will engage with peers and members of their communities through selected activities in safe social spaces (Community Centers) and in a conflict sensitive and peace building oriented communication strategy.

7. Design and deliver training sessions on conflict and peace building related issues to IOM field staff and partner organizations' staff in the concerned areas of implementation.
8. Liaise with relevant IOM Iraq's Units, as well as national and international counterparts, including research consultants and universities; representation of IOM at relevant meetings, workshops, public gatherings, as required.
9. Assist the Programme Coordinator and Project Development Unit in preparing narrative reports, programmatic updates, and other project and programme-related inputs for Community Stabilization (including Peace building, Social Cohesion and Psychosocial Support) Programming, as required by the donor(s) and IOM.
10. Undertake duty travel as required.
11. Perform such other duties as may be assigned.

## **Required Qualifications**

### ***Education:***

- Master's degree in Post-Conflict Studies, International Relations, Political Science 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 and Skills:***

- Experience with community stabilization, peace building, social cohesion and/or development interventions in conflict and/or post-conflict settings.
- Experience in liaising and building effective partnerships with donors, government authorities, other national/international institutions including research institutions and NGOs.
- Thorough knowledge and proven experience in project cycle management concepts (project development, Logical Framework design and analysis, monitoring & evaluation, reporting);
- Proven ability to assess staff needs and deliver training sessions on conflict related topics.
- Previous working experience in the Middle East region; experience with community stabilization operations in Iraq.
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### ***Languages:***

- Fluency in English is required.
- Working knowledge of Arabic is an advantage.

### ***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).

***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).*

**How to apply:**

Interested candidates are invited to submit their applications via this link:

<https://iraq.iom.int/jobs/conflict-analyst>

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: 17.03.2020 to 31.03.2020