



Organization or Agency: **International Organization for Migration (IOM)**
Position Title: **Field Coordinator**
Organizational Unit: **Community Stabilization Unit**
Duty Station: **Baghdad or 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: **6th April 2020**
Reference Code: **CFA2020/IRQ/093**

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

In Iraq, IOM's Community Stabilization Unit (CSU) aims to address the drivers of conflict and displacement through a community driven and led approach to promote resilience, social cohesion, and improved mental and emotional wellbeing in target areas. Through five integrated pillars: Social cohesion, MHPSS and Protection, Livelihoods, Community Service and Quick Impact Projects, and CVE/PVE programming, IOM's stabilization programme supports IDPs and returnees to regain a sense of safety and security, increase self- and community efficacy, and develop tools to deal with the past and regain hope and agency in the future.

Under the general guidance of the Chief of Mission (CoM). Overall supervision of the Head, Community Stabilization Unit and direct supervision of the CSU Programme Coordinator, the CSU Field Coordinator will be responsible for the planning, coordination, implementation, and monitoring of community stabilization in Iraq in his/her area of responsibility. Specifically, based in areas of implementation and/or with daily travel to IOM project sites, she/he will play a critical role in liaison with local authorities and communities, mentoring IOM field staff, and monitoring project activities to recommend adjustments and course correction when needed. S/he must have demonstrated experience in conflict sensitive programming and protection.

Core Functions / Responsibilities

1. Oversee the start-up and timely rollout of CSU activities, including sensitive new areas of CSU's work, overseeing project planning, implementation, monitoring, and troubleshooting at the field level.
2. Undertake stakeholder mapping and develop and nurture IOM's relationships with local authorities and other power holders at the provincial, district, sub-district and local levels.
3. Analyze and monitor dynamics in target communities and relevance to IOM programming, proposing adjustments and/or identifying new areas of potential intervention accordingly.
4. Train and mentor field staff and assist management to ensure that responsibilities are carried out according to do-no-harm principles. Flag any staff performance concerns and put forward recommendations for improvement or corrective action.

5. Pro-actively offer suggestions and advice to management to help ensure that CSU programming is responsive to needs and concerns on the ground, and initiate improvements as requested.
6. Assist in monitoring and documenting field activities to, in particular, provide management with qualitative feedback on impact and effectiveness.
7. Undertake visits to potential new project sites and conduct rapid assessments exploring dynamics, needs, and possible CSU responses in these locations.
8. Ensure gender and protection mainstreaming within all project activities.
9. Perform such other duties as may be assigned.

Required Qualifications

Education:

- Master's degree in Psychology or Social Science, Post-Conflict Studies, 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 in the design and/or implementation of community stabilization, peacebuilding, social cohesion and/or MHPSS interventions in conflict and/or post-conflict settings.
- Experience in liaising and building effective partnerships with government authorities and/or other national institutions, such as NGOs.
- Experience in capacity building of local staff and organizations.
- Strong knowledge of conflict sensitive programming and protection mainstreaming.

TECHNICAL

- Delivers on set objectives in hardship situations.
- Effectively coordinates actions with other implementing partners.
- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives.
- Excellent writing and communication skills.

EMERGENCY AND CRISIS

- Works effectively in high-pressure, rapidly changing environments.
- Coordinates actions with emergency response actors and making use of coordination structures.
- Supports adequate levels of information sharing between internal units, cluster partners, IOM and other emergency response actors;
- Establishes and maintains effective relationships with implementing partners.
- Makes correct decisions rapidly based on available information.

Languages:

- Fluency in English is required.
- Knowledge of Arabic, Kurdish, Turkish, and/or other local languages 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/field-coordinator>

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: 23.03.2020 to 06.04.2020