



IOM International Organization for Migration

Open to Internal and External Candidates

Position Title	: Database Developer/Programmer
Organizational Unit	: Information Management Unit
Duty Station	: Erbil - Iraq
Classification	: General Service Staff, Grade G6
Type of Appointment	: Special Short Term contract (SST)
Duration of Appointment	: Six (6) months with possibility of extension
Closing Date	: 19 th September 2021
Reference Code	: SVN2021/IRQ/228

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. 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 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, internal candidates are considered as first-tier candidates.

Context:

Under the general guidance of the Chief of Mission COM, overall supervision of SRMO and direct supervision of Assoc Information Management Officer (SharePoint) and in close coordination with the National Information Management Officer and National IT Officer:

Core Functions / Responsibilities:

1. Design, develop, and maintain an integrated mechanism for data collection using but not limited to, the Open Data Kit (ODK) platform as a set of assessments tools.
2. Identify, develop, implement, and support technology solutions for Information Management and database system related support for all IOM Iraq mission in line with ITC policies and standards.
3. Assist IMS Officer in the supervision of data management activities including the collection, submission, quality control mechanisms and the transfer of data from an ODK server (MySQL) to DTM server (SQL).
4. Support in the maintenance of the links between the Amman database and the Erbil database.
5. Support in designing solutions to integrate, centralize and automate data and information management within the program for enhanced achievement of displacement related data.
6. Assist IMS Officer to perform the development and maintenance MySQL and SQL Servers.
7. Support and assure the integrity and availability of mission-wide data systems, including proper backup/restore systems, data validation and security procedures.
8. Under the supervision of the IMS Officer provide support to reporting data.

9. Under the supervision of the IMS Officer develops specific program guidelines and procedures related to information systems, including required data collection instruments and manuals to be used for field level data collection exercises and ensure that these are correctly implemented.
10. Support in the training of staff who involved in data entry and data processing to ensure proper maintenance and quality of different information and database needs.
11. Provide technical support to the IOM programme coordinators, on the design and implementation of ODK or similar platforms.
12. Provide user support and the system training to the staff on ODK or similar platforms and the appropriate databases.
13. Perform such other duties as maybe required.

Qualifications.

Education

- University degree in in Information Technology, Computer Science or a related field from an accredited academic institution with 4 years of relevant professional experience
- High school degree in the above fields or related field from an accredited academic institution with 6 years of relevant professional experience

Experience

- Anticipates and prepares response to changing IM needs of the relevant organizational unit
- Personal commitment, efficiency, flexibility, drive for results;
- Ability to work with large amounts of data and information;
- Capacity to work effectively and harmoniously within a team of colleagues from varied cultures and professional backgrounds;
- Ability to work independently and proactively;
- Excellent communication and interpersonal skills.
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.
- Previous work in UN or International Organization an advantage
- Ability to meet deadlines and work under pressure.
- Good level of computer literacy.
- Personal commitment, efficiency, flexibility, drive for results
- Ensures application of institutional financial policies and guidelines
- Advocates incorporation of financial considerations into processes and procedures
- Effectively applies knowledge of relevant financial discipline
- Develops / follows internal control procedures to prevent fraud and mismanagement

Skills

- At least one year of experience using the following tools: Microsoft Access, Microsoft Excel, Microsoft Visual Studio (ASP .NET C#), SQL Server. Experience in the development and implementation of population database systems (such as registrations, census or surveys).
- Minimum one year of experience in systems analysis and development, data modelling and SQL programming
- Minimum one year of experience in develop and maintaining data system with ODK.

Languages

- English, Kurdish and Arabic are required.
- Any other language is an advantage.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- 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.

Core Competencies – behavioural indicators *level 2*

Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

- Fosters a sense of team spirit by developing a shared understanding, accountability and enthusiasm for the team's work.
- Displays a high level of cultural awareness, sensitivity to different ways of working and leverages individual strengths in order to build a better team.
- Shares credit for team accomplishments and ensures that the contribution of others is recognized.
- Helps create a positive team spirit, putting aside personal considerations to help the team achieve its goals.

Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.

- Produces high-quality results and workable solutions that meet clients' needs.
- Anticipates constraints, identifies solutions and takes responsibility for addressing critical situations.
- Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs.
- Aligns projects with Organization's mission and objectives and demonstrates a good understanding of the impact of team's and own work on external and internal counterparts.

Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.

- Disseminates and shares knowledge openly and actively contributes to knowledge/network communities for topics relevant to area of expertise.
- Encourages knowledge-sharing across units/departments and ensures that knowledge is captured, recorded and disseminated appropriately.
- Builds networks for the effective communication and exchange of knowledge and ideas and puts others into contact with various sources of knowledge.
- Contributes to an environment that is conducive to innovation and learning.

Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.

- Proactively seeks responsibility in delivering towards the goals of the Organization.
- Plans and organizes work with a clear and deliberate focus, ensuring commitments are easily identified and progress is widely communicated.
- Stands by the actions of team or department, publicly accepting ownership.
- Takes responsibility of own shortcomings and those of the work unit, where applicable.

Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

- Speaks and writes clearly and effectively.
- Seeks to share information with others, with due respect for diversity and the confidentiality of specific sensitive information.
- Listens and seeks to understand without bias, and responds appropriately.
- Shares information and keeps others up to date; actively seeks others' views and ideas and respects their contribution.

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).

Others

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

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa, and authorizations by the concerned Government, where applicable.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

Internals of the Organization and NMS candidates, as well as external female candidates, will be considered as first-tier candidates. This vacancy is also open to second-tier candidates.

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

How to apply:

While this vacancy is open to both Internals and Externals, priority shall be given to qualified Internal applicants.

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

<https://iraq.iom.int/jobs/database-developerprogrammer>

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

Posting period:

From 05.09.2021 to 19.09.2021