

Open to Internal and External Candidates

Position Title : **Protection Unit Coordinator**
Duty Station : **Lima, Perú**
Classification : **General Services Staff – G6**
Type of Appointment : **Special Short Term – Graded Six Months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **28th April 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 environment. 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:

Established in 1951, the International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration and is committed to the principle that humane and orderly migration benefits migrants and society. IOM is part of the United Nations system, as a related organization. IOM has been established in Peru in 1969, and since then has worked with governments, civil society, private sector and migrants to promote a safe, orderly and regular migration.

Under the direct supervision of the Programme Coordinator for Migration Management, and in close coordination with the Chief of Mission, the Protection Unit Coordinator will be responsible for the coordination, implementation and monitoring of protection related projects and initiatives in Peru, including: trafficking in persons, migrant smuggling, gender-based violence, child protection, return and reintegration, regularization, border governance, legal identity, protection against sexual exploitation and abuse, and protection in humanitarian settings.

Core Functions / Responsibilities:

For this purpose, the project coordinator shall be responsible for the following activities:

1. Assist in the planning, coordination, implementation and monitoring of project activities in a timely manner and in line with IOM policies and practices, as well as donor requirements.
2. Monitor budget implementation of the Protection Unit's projects and propose adjustments as necessary, highlighting noteworthy issues for the consideration of the appropriate parties.
3. Prepare timely and quality project progress and implementation reports for submission to donors and internally in coordination with the Programme Coordinator, Chief of Mission and respective IOM offices.
4. Act as focal point for IOM Peru on gender and PSEA related issues.
5. Participate in meetings and conferences; maintain effective liaison and coordination with local authorities, partners, United Nation agencies, intergovernmental and non-governmental organizations, donors and other stakeholders relevant to the project.
6. Assist in preparing reports for protection-related activities; prepare summaries, statistical/narrative reports, and talking points that include specific information requested by IOM, governments, and other entities.
7. Monitor work of implementing partners and report any non-compliance to the supervisor.
8. Manage, supervise and train staff, consultants and volunteers of the Protection Unit.
9. Carry out other duties assigned by supervisor or CoM.

Required Qualifications and Experience

Education

- Bachelor's degree in Political or Social Sciences, International Relations, Development Studies, Migration Studies, Human Rights, Law or related fields from an accredited academic institution with at least four (4) years of relevant professional experience, or High School diploma from an accredited academic institution with at least six (6) years of relevant professional experience.
- Specialization and/or extensive knowledge/experience of migration protection issues, specifically in Peru and the South American region, from a human rights and gender perspective.

Experience

- At least five years of Experience in project management with United Nations agencies, Government entities or Non-Governmental Organizations (NGOs) in the protection of migrants, with a particular focus on the fight against human trafficking and smuggling, gender-based violence, return and reintegration, regularization and/or protection of childhood.
- Experience in migrant protection programming.

- Demonstrated experience managing finance, procurement, and human resources (HR) for a project or program; planning, organizing, and facilitating training, writing donor reports and project proposals with budgets.
- Experiences in conducting Monitoring and Evaluation (M&E), with an understanding of M&E tools and approaches.
- Familiarity with IOM and/or UN procedures and processes in finance, procurement, and human resources.

Skills

- Knowledge about managing inter-institutional relations.
- Knowledge about managing IOM and/or UN Projects.

Languages

- For this position, fluency in English and Spanish is required (oral and written).

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.
- 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 action and delegated work.
- Communication: Encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Managerial Competencies - Behavioural indicators – Level 2

- Leadership: Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.
- Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.
- Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- Humility: Leads with humility and shows openness to acknowledging own shortcomings.

Other

- Solo se considerarán aplicaciones que cumplan con el perfil solicitado.
- No se considerarán aquellas aplicaciones recibidas en fecha posterior a la clausura de la convocatoria o que no se especifiquen el código de referencia.
- Esta convocatoria está abierta únicamente a ciudadanos nacionales o extranjeros legalmente autorizados para trabajar en el país.
- Cualquier oferta laboral en relación con este aviso especial de vacante está sujeta a la disponibilidad de fondos del proyecto.
- La contratación de esta candidatura está sujeta a la validación de referencias, aprobación médica. Se debe contar con el certificado de vacunación COVID completo y/o programación de la segunda y/o tercera dosis, así como a la verificación de residencia, visa y autorizaciones por el Gobierno local, en caso de

ser aplicable.

How to apply:

Candidatos interesados están invitados a postular enviando un correo a rrhlima@iom.int con el asunto: “**RRHH 30_2024 Protection Unit Coordinator**” adjuntando su DNI o pasaporte, carta de presentación y CV en formato PDF renombrado de la siguiente manera: “**CV APELLIDOS_NOMBRES**”, hasta el 28 de abril de 2024 a las 11:59 pm.

Only shortlisted candidates will be contacted.

Posting period:

From 15.04.2024 to 28.04.2024