



SPECIAL VACANCY NOTICE

Open to Internal and External Candidates

Position Title : **National PSEA Officer**
Vacancy Number : **SVN/IOMSO/012/2023**
Duty Station : **Mogadishu, Somalia.**
Classification : **National Officer Category, Grade NO-A**
Type of Appointment : **Special Short Term (SST)**
Estimated Start Date : **As soon as possible**
Closing Date : **01 May 2023**

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 work environment. Internal 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 overall guidance of the IOM Somalia Chief of Mission, and the direct supervision of the Protection Coordinator and technical support from the PSEAH Unit and other experts, the incumbent will be responsible for supporting and facilitating the technical oversight and day-to-day management of IOM's prevention of and response to sexual exploitation and abuse (PSEA) activities in Somalia. As the technical PSEA Focal Point in Country, the PSEA Officer will need to support the aspects of implementation of PSEA activities in direct close coordination with the Protection Coordinator, both internally and as an active member of the interagency PSEA Network. While the incumbent will support the PSEA agenda within the Country Office and will contribute technical inputs to PSEA within programming, the accountability for PSEA remains with the Chief of Mission.

Core Functions / Responsibilities:

- Provide inputs for regular of an operational PSEA Work Plan for IOM Country Office/Programme, in line with IOM's PSEA Strategy, the IASC's PSEA Minimum Operating Standards (MOS), and the UNCT country level framework and work plan, through strategic workshops with IOM Heads of Units and other senior management at the country and programmatic levels, as assigned; Assist the position of direct supervisor in ensuring the resulting work plan is detailed and operational with clear actions, roles and responsibilities to deliver on the actions, timeframes, technical and resource requirements, and internal reporting requirements.
- Provide technical inputs for the inclusion of PSEA within IOM Country Office Strategy, programming, risk mitigation and management, planning, reporting, monitoring and

- evaluation and budgeting; Contribute to the development of PSEA programming and liaison with relevant donors, as assigned.
- Actively participate to the in-country *interagency* PSEA Network (support in the development of the collective PSEA workplan, risk management plan, PSEA Strategies, etc.), as well as actively participate within IOM internal and other interagency PSEA communication and coordination initiatives.
 - Participate and provide inputs to the PSEA Network to develop Standard Operating Procedures (SOP)¹, and establish an inter-agency Community-Based Complaint Mechanism, incorporating existing IOM.
 - Complaint and feedback mechanisms (CFM) and in line with PSEA and GBV good practice.
 - Participate and provide technical assistance in the establishment of an inter-agency community-based complaints mechanism (in coordination with the Accountability to Affected Populations Unit in HQ), in coordination with the interagency PSEA Network, programme managers and relevant IOM units, as well as with communities and implementing partners as appropriate.
 - In close coordination with the position of direct supervisor and relevant colleagues, work closely with Focal Points at the IOM Country Office prevention, mitigation and response mechanisms are in line with IOM's global PSEA Strategy.
 - Provide specific assistance to IOM Teams, programmes and units to ensure the mitigation of SEA risks are developed, embedded and strengthened within all IOM programming and within HR practices; and,
 - At all possible opportunities (during relevant trainings, in staff and programme meetings, through newsletters, in email messages, etc) continually share key messages on PSEA, including mandatory reporting requirements within the Country Office and programming, in close coordination with the position of direct supervisor and relevant colleagues.

PREVENTION:

- Analyze, compile and draft specific country-wide SEA risk assessment report to identify locations and programmes with the highest SEA risk, check that the appropriate mitigation and response strategies within IOM programming and operations.
- Participate in the development of a training plan and coordinate the delivery and organization of PSEA trainings for IOM staff and related personnel, implementing partners², key institutional stakeholders; Support the work of identified PSEA Focal Points within Country to deliver key messaging and trainings as appropriate.
- On a yearly basis, provide an update on the number of staff, non-staff trained, contractors, implementing partners, and service providers trained in the Country Office on PSEA, in an effort to track compliance and facilitate the management of training delivery and refresher courses, in coordination with HR. Support the registration of all participants (staff and non-staff) within the IOM system and the delivery of certificates.
- Participate to the development of communication and awareness-raising strategies and tools to ensure appropriate PSEA messaging and knowledge on prohibited behaviours as well as how to report allegations of misconduct, including SEA within communities and amongst beneficiaries; facilitate the localization of SEA messaging; and,
- Map existing community engagement projects in Country Office and work with project leads to insert PSEA messages and/or gather community input where appropriate.

RESPONSE:

- Participate and provide inputs for the development of PSEA proposals and support the mainstreaming of PSEA within IOM programming; coordinate closely with institutional
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- partners, governments, donors, and communities on PSEA needs and responses, as assigned.
- Support the development and provide inputs to reporting on PSEA and communication to highlight IOM's PSEA work within programming.
 - Provide inputs for the development and mapping of Country-specific interagency victim assistance pathways and/or existing IOM programmes to refer victims for assistance and other support services.
 - Coordinate referrals for victim assistance in coordination with gender-based violence and/or protection colleagues and support the strengthening of victim services within country and/or programming.
 - Undertake duty travel as required; and,
 - Perform any other duties as may be assigned.

Required Qualifications and Experience

Education

- Master's degree in Law, International Relations, Psychology, Social Sciences, Development Studies and Planning or a related field from an accredited academic institution; or,
- University degree in the above fields with two years of relevant professional experience.

Experience

- Experience in the fields of sexual exploitation and abuse, protection, child protection, gender-based violence, accountability to affected populations (AAP), gender mainstreaming and/or humanitarian affairs;
- Coordination experience within the UN system and amongst interagency partners, including governments, NGOs, and communities;
- Experience in organizing and facilitating PSEA trainings, in particular capacity-building, and communication materials to promote behavior change;
- Experience undertaking PSEA risk assessments, in coordination with communities, partners, and UN and other key stakeholders;
- Demonstrated ability to work across a wide variety of sectors/teams on cross-cutting themes;
- Good written and oral communication skills, effective in representation and liaison with external partners;
- Experience in policy and proposal development and the creation of standard operating procedures and tools.

Skills

- Knowledge and understanding of IOM's institutional approach on PSEA and related strategies, policies, rules and regulations;
- Knowledge of the UN system and architecture;
- Knowledge of mainstreaming best practices and partnership models to ensure coordination of the same across a diversified range of actors; and, ability to work with and maintain strict confidentiality, when necessary.

Languages

- Fluency in English and Somali is required (oral and written).

Required Competencies

Values

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

Other

Any offer made to the candidate in relation to this special 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.

How to apply:

If you are interested, please submit your CV and Cover Letter via email with the subject of **position title and SVN number above** to recruitmentsomalia@iom.int before the closing date.

No Fees: IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee).

Posting period:

From 24.04.2023 to 01.05.2023

Only shortlisted applicants will be contacted.