



IOM International Organization for Migration

## Vacancy Notice 2023-05 - extended Open to Internal and External Candidates

Position Title	: <b>Protection Programme Specialist</b>
Duty Station	: <b>Chisinau, Moldova</b>
Classification	: <b>General Staff, Category Grade, G7, UN Salary Scale</b>
Type of Appointment	: <b>Fixed-Term one year with possibility of extension</b>
Estimated Start Date	: <b>ASAP</b>
Closing Date	: <b>March 08, 2023</b>

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. Well qualified candidates, particularly women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV are particularly encouraged to apply.

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, IOM is the leading inter-governmental organization committed to the principle that humane and orderly migration benefits migrants and society. IOM is characterized by its strong field presence, its provision of services, including in very remote areas, advice to governments, and direct contact with crisis-affected communities.

The IOM Mission in Moldova commenced its work in 2001, whereas the Republic of Moldova officially became an IOM Member State in 2003. According to mutual agreements between IOM and the Government of the Republic of Moldova, IOM Moldova works with its partners on a broad portfolio of migration and development, protection, and other thematic areas.

IOM is implementing a comprehensive Protection Programme in the Republic of Moldova. The programme is designed with the aim of preventing and combating trafficking in human beings, protection of victims of trafficking and gender-based violence, child protection and disability inclusion components and other vulnerable categories, including strengthening the capacity of relevant government authorities and civil society in Moldova and work in Transnistria (TN) region.

Following the launch of military operations across Ukrainian territory on 24 February 2022, substantive flows and displacements across Ukraine and toward neighbouring countries have been reported in the following days. Large in- and outflows of Ukrainian nationals and third-country nationals have been registered since the beginning of the military operations.

IOM's protection interventions in Moldova encompass provision of comprehensive specialized protection assistance to victims of trafficking, survivors of gender-based violence and support to unaccompanied and separated children and supporting the prioritization of the centrality of protection and achievement of protection outcomes for the affected population.

Under the supervision of the Protection Programme Coordinator the incumbent will be acting as Protection Programme Specialist. This role will support the Protection Unit of IOM Moldova in the implementation of programming in the abovementioned areas, including ongoing work under the National Referral Mechanism for Victims of Crime (NRMV), approved by the Government in March 2022

***Core Functions / Responsibilities:***

1. Coordinate and monitor all project activities related to the implementation of National Referral Mechanisms for Victims of Crime (NRMV) in close collaboration with Ministry of Labour and Social Protection (MLSP).
2. Advise and support the MLSP in development and implementation of NRMV and prevention and protection of victims of trafficking policy development, as well as on trafficking in human beings (THB) cases solution.
3. Collect, consolidate and analyse M&E data on project implementation and indicators and contribute substantially to the preparation of interim and final project reports, in coordination with PSU.
4. Develop the relevant documents related to the NRMV project activities, including ToRs and contracts for experts, reporting templates, training questionnaires etc.
5. Liaise, coordinate and maintain positive working relationships, with relevant national and local NGOs, as well as multidisciplinary teams (MDTs) at rayon and local level ensuring the correct referral of cases within NRMV. Participate/organize regular coordination meetings with these key interlocutors.
6. Organize (methodologically and logistically) and monitor the development of seminars/trainings, conferences, round tables, workshops and other capacity building activities in the field, including for frontline protection actors and specialists within the NRMV.
7. Keep up to date Mimosa database entries, based on the referrals from IOM Missions, national counterparts, NGOs and other relevant agencies and participate in NRMV Database development.
8. Analyse and provide statistical reports and narrative summaries, quarterly and upon request, based on information from CT MIMOSA database for project reports' writing, elaboration of information materials, development of studies and research in the field;
9. Deliver thematic trainings on Protection for IOM staff, humanitarian partners, civil society organizations, and other stakeholders, as assigned.
10. Participate in elaboration of the annual national monitoring report on the implementation of the NRMV Programme.
11. Provide methodological support for the MDT members in the process of identification, documentation and referral of the cases, according to the individual assistance criteria.
12. Provide specialized technical support to MLSP in the development of quarterly narrative and statistical reports.

13. Participate in different working meetings with authorities and partners and official events related NRMV and general protection issues, including on prevention and combating trafficking.
14. Provide technical guidance on NRMV to the mobile protection teams.
15. Prepare and provide reports (in writing) as assigned and requested by the supervisor; .
16. Participate in elaboration of information materials related to NRMV and general protection issues;
17. Perform such other duties as may be assigned

### ***Required Qualifications and Experience***

#### **Education:**

- University degree in Political or Social Sciences, Migration Studies Law and/or International Relations or a related field from an accredited academic institution with five years of relevant professional experience, or
- High school degree with at least seven years of relevant professional experience.

#### **Experience:**

- Demonstrated experience in the field of migrant assistance and protection.
- 5 years of project work experience (with University Degree) or 7 years of experience (with high school degree) in international organizations or NGOs in in the field of counter-trafficking or other related fields.
- Experience in liaising with national/international institutions, private sector partners, as well as in donor liaison, outreach, and networking.
- Experience in preparing technical briefs as well as technical trainings and in conducting thematic trainings to stakeholders.
- Experience in communications, including for external communication and /or reporting on program approaches and outcomes.

#### **Skills:**

- General knowledge of the national and international counter-trafficking legislation and counter-trafficking system in Republic of Moldova.
- Knowledge of international and/or European human rights law.
- Excellent written and oral communication skills in English are required, including the ability to identify and express clearly key messages, adapting style to the intended audience.
- Ability to collect and analyse policy and legislative frameworks.
- Computer/software literate, preferably knowledgeable in Microsoft Office, Adobe Acrobat and Photoshop.
- Experience of working in a multi-cultural setting; and
- Ability to work in a highly dynamic context.

#### **Languages:**

Fluency in English, Romanian and Russian is required. Working knowledge of Ukrainian is an advantage.

### ***Required Competencies***

The successful candidate is expected to demonstrate the following values and competencies:

**Values** - all IOM staff members must abide by and demonstrate these three 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.
- 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 potential.
- Empowering others & building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.

## **Other**

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

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

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

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:**

Interested applicants are invited to send the

[https://civic.md/userfiles/attachments/14191/IOM\\_Personal\\_History\\_Form.xls](https://civic.md/userfiles/attachments/14191/IOM_Personal_History_Form.xls) and cover letter in English to: [harchisinau@iom.int](mailto:harchisinau@iom.int)

Please, indicate the position you are applying for and reference code in the subject line of your message.

Closing date for applications is **08 March 2023**.

In order for an application to be considered valid, IOM only accepts the applications duly completed.

**Only shortlisted candidates will be contacted.**

***Posting period:***

From 01.03.2023 to 08.03.2023