



International Organization for Migration (IOM)  
The UN Migration Agency

**SPECIAL VACANCY NOTICE**

**Open to Internal and External Candidates**

Position Title : **Regional National Program Officer**

Vacancy No. : **IOMRONBO/SVN/002/2024**

Duty Station : **Regional Office, Nairobi, Kenya**

Classification : **National Officer, Grade NO-B**

Type of Appointment : **Special Short-Term Contract, (9 months with possibility of extension)**

Estimated Start Date : **As soon as possible**

Closing Date : **10 April, 2024**

The International Organization for Migration (IOM) is the UN Migration Agency. With 174 member states it is committed to the principle that humane and orderly migration benefits migrants and society. Established in 1951 and now active in over 400 field locations worldwide, IOM works with partners, government, and civil society to:

1. Assist in meeting the operational challenges of migration and mobility.
2. Advance understanding of migration issues
3. Encourage social and economic development through migration; and
4. Uphold the human dignity and well-being of migrants and mobile populations.

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.

IOM's Regional Office for the East and Horn of Africa supports and monitors the following countries: Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda. Through a team of specialists, the Regional Office supports the development, implementation, monitoring, reporting and evaluation of projects and initiatives undertaken by country offices and regional programmes.

Launched in August 2021 with funding from the Foreign, Commonwealth and Development Office (FCDO), the Better Regional Migration Management (BRMM) program aims to enhance labor migration governance and

protect the human, social, and labor rights of migrant workers and their families. It does so through intra and inter-regional cooperation, adopting a whole-of-government and whole-of-society approach. The program supports regional integration and facilitates mobility, promoting inclusive and sustainable economic growth, as well as empowering youth and women. It seeks to increase cooperation on labor mobility both within countries and across borders. Additionally, the program endeavors to promote ethical recruitment practices and safeguard the rights of migrant workers. It also aims to improve avenues for safe, regular, and humane labor migration and mobility pathways, utilizing Free Movement Protocols, Common Market Protocols, and Bilateral Labor Migration Agreements (BLMAs).

The regional program works at two levels: the regional and national levels. At the regional level, IOM works with both RECs and their Member States through the Regional Ministerial Forum on Migration (RMFM) and its Technical Working Groups (TWGs). At the national level, the program supports Member States in enhancing their capacities in policy and practice leading to greater impact and faster results, engaging local government and non-government partners, from the diaspora, private sector, and civil society. The priority countries for the BRMM countries are Burundi, Djibouti, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Tanzania and Uganda.

**Context:**

Under the overall and administrative supervision of the Regional Director of the East and Horn of Africa (EHOA) and direct supervision of the Regional Program Management Officer (Better Regional Migration Management) and the overall technical supervision of the Senior Regional Thematic Specialist, Labour Mobility and Social Inclusion, and in collaboration with the BRMM Program Officers in BRMM program targeted countries and Media and Communication Unit (MCU) of the EHOA RO, the successful candidate will be responsible for supporting the implementation of the Better Regional Migration Management Program (BRMM) and for creating synergies with related regional project activities, including IOM's Joint Labour Migration Program (JLMP), IDF EAC and other relevant regional and national EHOA programs/projects.

**Core Functions / Responsibilities:**

In particular he/she will:

1. Support in coordinating the regional Return of Qualified Nationals and diaspora engagement to Ethiopia, Kenya, Somalia and Uganda through outreach and mobilizing diaspora.
2. Compile beneficiaries' case studies showcasing the impact of BRMM interventions.
3. Coordinating donor reports on the activities of RMFM, the RMFM technical working groups, and other BRMM activities in the Regional Office and Country Offices with the support of M&E officer.
4. Support BRMM FP in COS in building and strengthening relationships with civil society organizations, community leaders, and students from higher education institutions, etc., to facilitate the smooth implementation of BRMM activities.
5. Undertake regular field visits to coordinate the implementation of the M&E plan and to provide procedural guidance.
6. Support the program staff in the development and design of new projects for donor submission, including carrying out specific thematic assessments as required.
7. Support and guide Countries in the development and implementation activities focused on promoting safe and regular pathways, migrant workers' rights and gender issues and fostering a culture of respect and equality.

8. In cooperation with the M&E RO BRMM focal point, contribute to the development of an M&E framework to capture the reach and impact of the project's messaging and events and report against relevant indicators.
9. Coordinate the development and implementation of a "migrants as messengers" activity in key BRMM countries
10. Contribute to the program's interim/final reporting to the donor.
11. Engage and provide technical support to the RMFM's Ministerial and Technical working groups events, workshops/trainings, rapid assessments, and other related activities.
12. Identify opportunities for new projects and participate in the development of proposals for a new phase of BRMM and other activities in coordination and consultation with the BRMM program team.
13. Perform such other duties as may be assigned.

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

#### **Education**

- Master's degree in Social or development Sciences, Communication, Migration Studies, International or public relations or a related field from an accredited academic institution with two years of relevant professional experience; or
- University degree in the above fields with four years of relevant professional experience.

#### **Experience**

- Understanding of contemporary developments in Labour migration, return and reintegration in EHOA and global processes such as GCM and SDGs.
- Knowledge around migrant workers protection issues, in the region and in humanitarian situations.
- Experience in developing and implementing communication strategies and plans including organizing outreach programs, campaigns and developing case studies.
- Strong communication skills are essential, including excellent writing, editing and verbal communication abilities.
- Good knowledge of the UN system and organizational mandates as well as interagency cooperation platforms on migration.
- Proficiency in relevant software and tools is important. This may include Microsoft Office suite (Word, Excel, PowerPoint), communication tools (such as social media platforms and graphic design photography and video production).
- Prior experience in a similar role, preferably in the development sector or within NGOs or other UN agencies

#### **Skills**

- A deep understanding of migration dynamics, trends, policies, and issues is essential. This includes knowledge of international migration frameworks, such as the Global Compact for Safe, Orderly and Regular Migration, as well as regional and national migration policies.
- Ability to develop comprehensive communication strategies to raise awareness, inform, and engage various stakeholders on migration issues.

- Proficiency in creating various types of content, including articles, reports, blog posts, social media posts, infographics, videos, and multimedia materials for donor reporting.
- The ability to communicate effectively with diverse audiences, including migrants, host communities, government officials, civil society organizations, and the general public, while demonstrating cultural sensitivity and understanding.

## **Languages**

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (Arabic, Chinese, French, Russian, or Spanish).

For all applicants, fluency in English is required (oral and written).

## **Desirable**

Working knowledge of East and Horn of Africa Languages

## ***Required Competencies***

The incumbent 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.
- 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 actions 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 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.

***How to apply:***

Submit cover letter indicating the Position Title & Vacancy Notice Number (VN No.), and CV with telephone and e-mail contacts including 3 Referees (Supervisors) to: IOM, RO Human Resources Department, via e-mail to [ronairobihrdrec@iom.int](mailto:ronairobihrdrec@iom.int)

**Closing Date: 10 April 2024**

Only Shortlisted Applicants will be contacted.

**NOTE**

**NO FEE: The International Organization for Migration (IOM) does not charge a fee at any stage of the recruitment process (application, interview meeting, process, or training). IOM does not concern itself with information on applicants' bank details.**

Posting period:

From: **28.03.2024** to **10.04.2024**