



International Organization for Migration (IOM)  
The UN Migration Agency

**VACANCY NOTICE**  
**Open to Internal and External Candidates**

Position Title : **Senior Programme Assistant - Recovery and Resilience**  
VN No : **IOMKCO/VN/014/2024**  
Duty Station : **Kakuma, Kenya**  
Classification : **General Service Staff, Grade G6**  
Type of Appointment : **One Year Fixed Term, with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **14<sup>th</sup> March 2024**

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. Internal and External candidates are eligible to apply to this vacancy.

**Context:**

Under the overall supervision of the Senior Coordinator – Recovery and Resilience, and the direct supervision of the Programme Officer – Resilience and Solutions based in Nairobi, and the administrative supervision and close coordination of the Head of Sub-Office in Kakuma, the successful candidate will assist the implementation, monitoring and coordination of IOM Kenya’s emergency response, recovery and resilience-building projects and activities. S/he will closely coordinate with other technical/thematic staff, as relevant, in support of an integrated, multi-sectoral programmatic approach assisting populations affected by or vulnerable to the impacts of environmental degradation, climate change, natural hazards, conflict and/or instability.

**Core Functions / Responsibilities:**

1. Assist with implementation, monitoring and coordination of IOM Kenya emergency response, recovery and resilience-building activities in Garissa County spanning cash-based interventions, emergency shelter/NFI, WASH

support, livelihoods, social cohesion, durable solutions and disaster risk reduction.

2. In close coordination with relevant project managers, assist with operational, administrative, and financial aspects of ongoing projects and activities ensuring that implementation meets the intended scope, timeframe, quality, targets and budget; engage with project beneficiaries and proactively identify problems and recommend remedial action.
3. In coordination with relevant project managers and the Head of Sub-Office, assist in the planning and implementation of needs-assessments in disaster or conflict-affected communities; participate in inter-agency humanitarian needs assessments, as requested.
4. Assist with the execution of sound Monitoring, Evaluation, and Learning processes that encourage real time improvement based on lessons learned; undertake field visits to monitor and evaluate impact of programme activities on beneficiaries and receive and report beneficiary feedback, as required.
5. Participate in inter-agency coordination mechanisms and meetings at the county level; proactively coordinate activities with county and local government partners and Implementing Partners (IPs).
6. Prepare regular reports and programme updates on ongoing field activities.
7. Promote gender, protection, Accountability to Affected Populations (AAP) and conflict sensitivity in programming, as relevant.
8. Perform other relevant duties as assigned.

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

#### **Education**

- Bachelor's degree in political sciences, Economics, International Relations, Development Studies, Humanitarian Practice, Peace & Security, Disaster Risk Reduction or a related field from an accredited academic institution with four years of relevant professional experience.

OR

- High School degree/diploma/certificate with six years of relevant work experience

#### **Experience**

- Minimum of four years of experience in project management, monitoring and evaluation;
- Experience in working with migrants, refugees, internally displaced persons, victims of trafficking and/or other vulnerable groups is required;
- Prior experience in implementing and delivery of humanitarian response, recovery and resilience building is an added advantage;

- Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting is an advantage;
- Computer/software literate, preferably knowledgeable in Microsoft Office, Adobe Acrobat and Photoshop with experience of maintaining a website.

### **Skills**

- Delivers on set objectives in hardship situations;
- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office and regional objectives;
- Works effectively in high-pressure, rapidly changing environments.

### **Language**

Fluency in English and Kiswahili is required.

### **Required Values**

#### **Inclusion & respect for diversity**

- Celebrates diversity in all its forms
- Shows respect and sensitivity towards gender, culture, race and ethnicity, religion, sexual orientation, political conviction and other differences.
- Encourages the inclusion of all team members and stakeholders while demonstrating the ability to work constructively with people from different backgrounds and orientations.
- Promotes the benefits of diversity; values diverse points of view and demonstrates this in daily work and decision making.
- Proactively addresses any prejudice, biases and intolerance in the workplace.
- Actively contributes to creating and maintaining a safe, harmonious, and respectful working environment free from all forms of discrimination, harassment, (including sexual harassment) and abuse of authority

#### **Integrity & transparency**

- Upholds and promotes the United Nations Charter, IOM's Standards of Conduct and Unified Staff Regulations and Rules.
- Delivers on commitments; manages the Organization's resources honestly, reliably and sustainably.
- Embraces and encourages transparency, balancing this with the need for discretion and confidentiality as appropriate.
- Maintains impartiality and takes prompt action in cases of unprofessional or unethical behavior.
- Does not abuse one's position and acts without consideration of personal gain. Is motivated by professional rather than personal concerns.
- Respects the principle of independence and neither seeks, nor accepts, instructions from Member States.

#### **Professionalism**

- Demonstrates professional competence, mastery of subject matter and a willingness to improve knowledge and skills.

- Seeks to raise professional standards in oneself and others through daily work and activities.
- Is cognizant that taking certain courses of action may threaten the reputation of the Organization.
- Shows self-control and persistence when faced with difficult problems; remains calm in stressful situations.
- Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.
- Has a commitment to professional development.

### **Courage**

- Does the right thing, even in particularly challenging and difficult situations.
- Shows resilience and respect in the face of adversity.
- Is decisive and versatile when faced with uncertainty and adapts quickly to change. Is prepared to take calculated risks to achieve the objectives of the Organization.
- Willing to speak up to protect others when misconduct or wrongdoing occurs.
- Is able to provide honest and constructive feedback to peers, direct reports or a supervisor.

### **Empathy**

- Is able to stand in another person's shoes and consider a situation from another perspective, even if one doesn't agree with it.
- Supports and relates to others; actively seeks to emotionally understand what other people may be feeling.
- Is fully present when working with others, actively listening and engaging.
- Encourages collaboration through a willingness to consider multiple perspectives and opinions.

## **Required Competencies**

### **Teamwork**

- 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 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**

- 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 as 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**

- 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**

- Speaks and writes clearly and effectively.
- Seeks to share information with others, with due respect for diversity and 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.
- Tailors communication style to suit audience.
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### **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:**

Interested candidates are invited to submit their application by sending a Motivation Letter and the updated CV to the email address [hrnairobi@iom.int](mailto:hrnairobi@iom.int) referring to this advertisement.

**Closing Date: 14<sup>th</sup> March 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 29.02.2024 to 14.03.2024**