

## VACANCY NOTICE



International Organization for Migration (IOM)  
The UN Migration Agency

The International Organization for Migration is seeking qualified Turkish Nationals and non-Turkish nationals holding a valid residence permit for the following position based in Gaziantep, Turkey.

Vacancy Notice Number:	<b>VN#TR/2018/53</b>
Position Title:	<b>National Protection Officer</b>
Duty Station:	Gaziantep-Turkey
Classification:	Special Short Term Graded Contract (6 months)–with possible extension (NOA)
Deadline of Applications:	<b>18 May 2018</b>
Number of People to be hired	<b>1</b>
Eligibility:	Internal and External Candidates

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. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **General Functions:**

*The ongoing conflict in Syria, which is dynamic, complex and multifaceted, has become the world's largest humanitarian crisis since World War II. The country is experiencing a continuous deterioration of the humanitarian situation in country, characterized by poor access to basic goods and services, large scale displacements, increasing vulnerabilities of population in need, damages to key infrastructure and restricted movement of goods and people, with large regions not being accessible. While the UN Security Council Resolutions 2165 and 2191 enabled some cross border assistance into Syria, there is still an estimated 4.6 million Syrians who continue to live without regular access to food or medical care inside hard to reach or besieged areas, with needs increasing. According to the figures of the 2018 Syria response plan, there are 6.1 million IDPs in Syria of which 5.6 million are children, and 13.1 million people in need of humanitarian assistance.*

*IOM's WoS Protection programming has grown since 2016 and is focused on protection mainstreaming, Child Protection response including FTR, mitigation and response to GBV cases and counter-trafficking activities. Overall, the situation remains dire, with GBV survivors, child labour cases, child and early marriages as well as trafficking cases remain under-addressed, and have been identified as areas of current and future work. Of particular concern are unspecified numbers of unaccompanied and separated children who are displaced and separated from their families for various reasons and do not get tracked nor assisted properly by the current operations inside Syria. Key risks include early and forced marriage, child labour, and child recruitment by all armed forces involved in the conflict.*

*Another key challenge are housing, land and property (HLP) issues caused and/or exacerbated by the conflict. The main challenges currently revolve around displaced individuals' living conditions; illegal and undocumented HLP transactions; HLP disputes; access to land for livelihoods; land contamination with landmines; and lack of personal and HLP documentation. Ongoing efforts focus on development of operational guidance and tools for IOM and Cluster actors to ensure a Due Diligence approach in activities involving HLP, including training of IOM staff and implementing partners, as well as legal analysis of HLP issues in the context of prospective returns to Syria. Another critical area of expansion concerns the support to access to civil status documentation (CSD) for displaced Syrians, which many have lost or are now unable to obtain due to restricted access to GoS registration facilities. This in turn results in diminished freedom of movement, lack of access to formalized work and public services and greatly obstructs restoring family ties.*

*The National Officer (Cross- border Protection, including HLP) will support protection mainstreaming and integration related activities of the IOM cross-border team.*

*The incumbent will work in a team comprising of a WoS Protection Officer (with focus on HLP issues) and a Protection Assistant.*

*Under the overall supervision of the Senior Programme Coordinator and the direct supervision of the Protection Officer (WoS) the incumbent will contribute to the integration of protection considerations in on-going response operations as well as to the development of protection focused activities:*

**Major Duties and Responsibilities:**

1. Regularly participate in cross-border Syria inter-agency protection fora (e.g. Protection Cluster, child-protection sub-cluster, gender -based violence sub-cluster, FTR and other relevant task forces, as well as Whole of Syria protection meetings as required etc.);
2. Participate in the HLP Working Group and other thematic and policy-level fora, and maintain a comprehensive knowledge of existing and emerging HLP issues in Shelter, CCCM, Protection, WASH and other Clusters
3. Undertake legal research and analysis on emerging protection and HLP issues, including continuous monitoring of media coverage. Analysis of quantitative and qualitative data on a monthly basis to identify and monitor gaps, needs, and potential opportunities
4. Provide HLP technical and analytical assistance, including primary data collection and analysis and training for IOM staff as well as implementing partners. Support other WoS hubs if and when required (including duty travel).
5. Undertake regular protection, HLP and CSD trend observance and analysis and suggest and facilitate linkage to ongoing programming;
6. Contribute to the development of project concept notes and proposals for continued and new programming, based on an ongoing trend observance and analysis of the evolving protection and HLP/CSD context in Northern Syria
7. Coordinate implementation of projects, notably on identification, referral and assistance activities for children (special focus on unaccompanied and separated children), family tracing and reunification (FTR), victims of human trafficking and exploitation, victims of gender-based violence and/or other survivors of violence, exploitation and abuse, PSS and MHPSS in coordination with other colleagues and concerned protection actors;
8. Support capacity building efforts among field based colleagues on both IOM protection and HLP modus operandi and internal guidelines, counter-trafficking IOM, protection mainstreaming standards and practices as well as international protection standards (Sphere, Child Protection Minimum Standards, ICRC Professional Protection Standards, etc.);
9. Prepare regular reports covering protection activities; prepare briefing, statistical/narrative reports and background information as required including specific information requested by IOM and other entities;
10. Deputize for the WoS Protection Officer if and when required;
11. Perform such other duties as may be assigned;

**Required Qualifications:**

**Education:**

- Master's degree in Political Science, Social Science, Law 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 field of migration, IDP (Internally Displaced Person) and refugee assistance and protection (including specific knowledge of GBV, Child Protection and Human Trafficking);
- Experience in emergency operations and liaison with other UN and non-UN humanitarian actors;
- Understanding of complex social-political environments; Knowledge of the Syrian conflict and its impact on the affected population;
- Knowledge of the humanitarian architecture, especially in relation to protection (focus on internal displacement, child protection, gender-based violence, identity documentation, etc.);
- Understanding and knowledge of human trafficking phenomena; Working experience in the region is an asset.

### **Languages:**

- Fluency in **English** is required.
- Knowledge of **Arabic** and **Turkish** is advantageous.

### **Required Competencies**

#### **Behavioral**

- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with clients and stakeholders
- Continuous Learning – promotes continuous learning for self and others
- Communication – listens and communicates clearly, adapting delivery to the audience
- Creativity and Initiative – actively seeks new ways of improving programmes or services
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions;
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

### **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, accreditation, any residency or visa requirements, and security clearances.

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.

**Please be advised that this is a local position and as such only applications from candidates with a valid residence / working permit residing in Turkey will be considered.**

**How to Apply:**

Interested candidates are requested to submit their application including the most recent CV with a cover letter in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of the e-mail to to [iomtrjobs@iom.int](mailto:iomtrjobs@iom.int) or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sok. No:24 06610, Çankaya, Ankara Turkey by the end of **18 May 2018**.

Please note that only shortlisted candidates will be contacted.