VACANCY NOTICE

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.

<table>
<thead>
<tr>
<th>Vacancy Notice Number:</th>
<th>VN#TR/2019/240</th>
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</thead>
<tbody>
<tr>
<td>Position Title:</td>
<td>National PSEA Capacity Building Officer</td>
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<tr>
<td>Duty Station:</td>
<td>Gaziantep, Turkey</td>
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<tr>
<td>Classification:</td>
<td>One Year Fixed Term Graded Contract-with possible extension (NOA)</td>
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<td>Deadline of Applications:</td>
<td>06 December 2019</td>
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<tr>
<td>Number of People to be hired</td>
<td>1</td>
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<tr>
<td>Eligibility:</td>
<td>Internal and External Candidates</td>
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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 protracted conflict in Syria has exposed large portions of the population to devastating humanitarian conditions. Eight years into the crisis, over 13 million people are still in need of humanitarian assistance inside Syria, including 6.1 million internally displaced. With large-scale population displacements, increased poverty levels and limited livelihood options, the most affected communities are highly dependent on humanitarian aid. Moreover, the social fabrics and support systems have been severely disrupted, leading to limited individual and community capacities to address protection risks and incidents.

In a context where access is limited, and remote management and monitoring modalities are often used to deliver assistance, humanitarian workers are in positions of substantial power over the community, and such dynamics leave open the risk of humanitarian workers to abuse this power imbalance to exploit and abuse the affected population and beneficiaries.

Findings from past assessments in Syria and Humanitarian Needs Overview established a high prevalence of Gender Based Violence (GBV), including Sexual exploitation and abuse (SEA). SEA refers specifically to acts committed against members of the affected population by humanitarian actors, including international and national personnel of the United Nations (UN) and of non-government organizations (NGOs). SEA represents a failure on the part of humanitarian agencies to provide protection and care for communities, especially for the most vulnerable members of the population.

In December 2017, the Syria Strategic Steering Group endorsed a Whole of Syria PSEA implementation approach which led to the establishment of inter-agency PSEA networks in various operations of the Syria humanitarian response. The inter-agency PSEA network in North East Syria was established in April 2018 and is operated under the NGO Forum with the WoS PSEA Coordinator responsible for its coordination and technical support.

Under the overall supervision of the Head of Sub Office (ESEM Region) and direct supervision of the PSEA Coordinator, the position will provide support to the PSEA Program to target members of the Humanitarian Syria Civil Society Platform managed by UNOCHA Turkey and other community-based networks who are not currently members of the PSEA Network with the PSEA Programming.

Major Duties and Responsibilities:
1. Conduct mapping and liaison with organizations that are affiliated to the PSEA network member organizations.
2. Liaise with Syrian community-based organizations, networks and their constituencies to conduct PSEA self-assessment to identify gaps and opportunities for capacity strengthening in close coordination with the PSEA Coordinator.
3. Undertake an outreach activities on the PSEA programme to the organizations affiliated to PSEA network member organizations, Syria Civil Society Platform member organizations and in coordination with the PSEA Coordinator, undertake joint outreach to the Turkey Cross Border PSEA Network member Organizations with the Senior PSEA Project Assistant.
4. Identify and incorporate PSEA knowledge and best practices to be replicated by community-based organizations, Syrian humanitarian network organizations, SCO platform members and their constituencies.
5. Build a database and regularly update organizations database that are affiliated to the PSEA network member organizations and SCO Platform for adequate targeting with the PSEA Program.
6. Organize and coordinate thematic assessments and fact finding among member organizations of PSEA network humanitarian actors to inform relevant interventions and support by the PSEA program.
7. Organize and facilitate thematic meetings, information sessions, workshops and trainings for constituencies.
8. Suggest and implement mechanisms for the organizations and networks reached by the Program to share progress reports and updates on PSEA implementation.
9. Coordinate administrative and logistical duties as required, including ensuring locations for PSEA meetings and outreach activities for the target constituency are organised and have all the required equipment and materials.
10. As member of the Whole of Syria Program team, provide a regular information and visibility products for updates and briefings to various stakeholders as required.
11. Write and submit monthly progress reports and contribute to WoS PSEA Program reports and information products as requested by the PSEA Coordinator.
12. Perform other duties as may be assigned.

**Required Qualifications:**

**Education:**
- Master’s degree in Sociology, Economics, International Relations or a related field from an accredited academic institution; or
- University degree from an accredited academic institution, with two years of relevant professional experience.

**Experience:**
- Experience in humanitarian and emergency assistance;
- Proven experience working with beneficiaries, humanitarian organizations, and other stakeholders;
- Proven experience in various activities and topics for community based protection interventions;
- Proven experience in PSEA work,
- Knowledge of the Syria Humanitarian context.

**Languages:**
- Fluency in Arabic and English is required.
- Knowledge of Kurdish is an advantage.

**Required Competencies**

The incumbent is expected to demonstrate the following values and competencies:
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
- 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
- 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.

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 or to IOM Birlik Mahallesi Sehit Kurbani Akboga Sok. No:24  06610, Çankaya, Ankara Turkey by the end of 6 December 2019.

Please note that only shortlisted candidates will be contacted.