

## 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 Ankara, Turkey.

Vacancy Notice Number:	<b>VN#TR/2022/15</b>
Position Title:	<b>National Programme Officer (Immigration and Border Management (IBM))</b>
Classification:	One Year Fixed Term Graded Contract (NOA)- with possible extension
Duty Station:	Ankara- Turkey
Deadline of Applications:	<b>4 February 2022</b>
Number of Vacant Positions:	1
Eligibility:	Internal 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:**

*Under the direct supervision of the Senior Programme Coordinator (IBM), and in close collaboration with the IBM RTS (Regional Office (RO) Vienna), the successful candidate will be responsible and accountable for the coordination of the implementation EU-funded “Improvement of Customs Enforcement Capacity” project.*

### **Major Duties and Responsibilities:**

1. Under the direct supervision of Senior Programme Coordinator (IBM) and coordination with managers of other relevant units in IOM Turkey work on ways to better implement IBM programme and increase the efficiency of programming.
2. Provide technical support to the Turkish Government to create/strengthen an effective inter-sectoral coordination mechanism, particularly in relation to preparation of evidence-based situational analysis, development, adoption and realization of policies, legislations, action plans on IBM.
3. Coordinate activities with the IBM RTS and other IOM staff in Regional Offices and Headquarters (HQ) to reflect Turkey’s immigration and border management context in regional/global projects and reports.
4. Serve as program contact person with governmental and other relevant stakeholders to further strengthen ties between the program and the government of Turkey.
5. Supervise activities performed by IBM programme staff, provide regular guidance and support for implementation of tasks to relevant colleagues working for the implementation of IBM projects,
6. Support Senior Programme Coordinator (IBM) in the planning, timely implementation, evaluation, reporting of the activities conducted under IBM programme.
7. Manage IBM projects, if assigned to do so.
8. Act as IBM Officer in Charge in the absence of Senior Programme Coordinator (IBM).
9. Identify opportunities for joint programming with relevant UN agencies and coordinate the implementation of joint interventions under the area of responsibility.

10. Perform such other duties as may be assigned by the Senior Programme Coordinator (IBM).

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

#### **Education:**

- Advanced university degree in social sciences or international relations, border management, migration, customs, business administration, or,
- University degree in the above fields with two years of relevant professional experience.

#### **Experience:**

- Experience in project management in the field of border management, migration management, security, customs or similar area;
- Extensive experience in liaising with national governmental and non-governmental authorities as well as with international institutions/organizations;
- Sound and proven understanding of internal and international migration related issues from an operational and policy perspective;
- Familiarity with financial and business administration;
- Having analytical and problem-solving skills, including ability to identify and participate in the resolution of issues/problems; and,
- Solid written communication (drafting of project proposals, reports, letters etc.) skills.

#### **Languages:**

- Fluency in **English and Turkish** is required.

### **Required Competencies**

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

#### **Values**

- **Inclusion and respect for diversity:**  
Shows respect and sensitivity towards gender, culture, 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 with different backgrounds and orientations.
  - Promotes the benefits of diversity; values diverse points of view and demonstrate this in daily work and decision making.
  - Challenges prejudice, biases and intolerance in the workplace.
- **Integrity and transparency:**  
Upholds and promotes the Standards of Conduct and Unified Staff Regulations and Rules.
  - Delivers on commitments; manages the organization's resources 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 behaviour.
  - Does not abuse one's position and acts without consideration of personal gain. Is motivated by professional rather than personal concerns.

- **Professionalism:**  
Demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.
  - Seeks to raise professional standards in self and others through daily work and activities.
  - Adapts quickly to change and is decisive and versatile in face of uncertainty.
  - Shows self-control and persistence when faced with difficult problems and remains calm in stressful situations.
  - Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.

**Core Competencies** – behavioural indicators *level 2*

- **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 is 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 the 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.

### **Managerial Competencies<sup>1</sup> – behavioural indicators *level 2***

- Leadership:
  - Assigns responsibilities fairly and manages performance, taking account of individual strengths, workloads and interests.
  - Is inclusive in decision-making and actively seeks feedback from team members and colleagues in order to identify opportunities for improvement.
  - Takes sound and timely managerial decisions that are consistent with the Organization's vision and purpose.
  - Establishes and maintains relationships with a broad range of stakeholders to understand needs and gain support.
- Empowering others and building trust:
  - Delegates appropriately to make the most of others' talents, clarifying expectations and allowing autonomy in important areas while providing necessary support.
  - Encourages others to take responsibility for their performance; promotes ownership, responsibility and accountability for desired results at all levels.
  - Creates an atmosphere of trust and confidence in which others can talk and act without fear of repercussion.
  - Gives proper credit to others, shows appreciation and rewards achievement and effort.
- Strategic thinking and vision:
  - Aligns own actions to the Organization's vision, values and mandate.
  - Translates strategic direction into short and medium-term plans and objectives for own team; revises objectives to reflect changes in organizational goals.
  - Identifies key issues/priorities in complex situations and how they may be related to one another.
  - Clearly communicates links between the Organization's strategy and the work unit's goals.

### **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 female candidates are highly encouraged and 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.**

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<sup>1</sup> As applicable.

## **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 [iomtrjobs@iom.int](mailto:iomtrjobs@iom.int) or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sokak No:24 Cankaya, Ankara by the end of **4 February 2022**.

Please note that only shortlisted candidates will be contacted.