

# Advertisement

Junior Professional Officer

*JPO on Crisis Migration*

**Closing date : 30<sup>th</sup> October 2018**



International  
Labour  
Organization

## I General information

<b>Title:</b>	JPO on Crisis Migration
<b>Sector of Assignment:</b>	WORKQUALITY
<b>Country:</b>	Switzerland
<b>Location (City):</b>	Geneva
<b>Agency:</b>	International Labour Organization
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum total of 3 years
<b>Grade:</b>	P2 step 1 in the first year

**Note:** This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:**

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash>

Please read the criteria and FAQ section carefully before considering applying

## II Duties, responsibilities and Output Expectations

### General

The crises that continue to unfold in regions across the world call urgent attention to the humanitarian, social and economic needs of all refugees, forcibly displaced persons and migrants, including migrants who move through irregular means. Deadly conflicts, persecution, extreme poverty, underemployment and high levels of unemployment, climate change and environmental disaster drive people in search of safety and protection, decent work and better livelihoods, sometimes exposing them to increased risks of trafficking and exploitation. These situations challenge the international community to respond to the root causes of these movements, as well as the significant socio-economic consequences on host and transit countries.

Specific duties and task for the JPO include:

### 1. Research

- Contribute to research (quantitative and qualitative) and preparation of reports or sections of reports, studies, guidelines, terms of reference for various technical tasks concerning crisis

migration. This will include working with other organisations and partners on their research activities and analysing existing and future publications for ILO purposes.

- Contribute to the review of policies implemented at the country level and to the analysis of findings, as well as to the development of policy options. These will include policies relating to employment, education, vocational education, health, labour migration, women, youth, refugee and asylum seekers, temporary refugee protection, etc.
- Contribute to research on integration of refugees and other forcibly displaced persons into labour markets, including their treatment in labour markets, and access to employment, targeting groups vulnerable to economic and social exclusion.
- Assist in identifying research and knowledge gaps and assist in the preparation of concept notes for funding these activities.

## **2. Knowledge Management**

- Contribute to data collection related to labour market assessments of crisis migration groups and support collaboration with other key partners, such as UNHCR, World Bank and IFC on knowledge management-related activities.
- Participate in the development and dissemination of knowledge on policies and programmes regarding access of refugees and other forcibly displaced persons to labour market and business development opportunities.
- Participate in knowledge-sharing events organized by the ILO and others, and also propose potential events related to the subject matter.
- Participate in the regular maintenance of the Crisis Migration section of the MIGRANT web site and support regular knowledge-sharing with and between relevant branches and field offices of the ILO.

## **3. Technical Assistance**

- Assist in the Technical backstopping of crisis migration projects
- Participate in ILO and other technical workshops and meetings relating to crisis migration
- Provide technical assistance as required to future crisis migration projects and programmes that may be established.
- Provide support for the implementation and monitoring of the Joint ILO-UNHCR Action Plan and follow-up to the MOU, Global Compact on Refugees and CRRF pilot country programmes.
- Perform other tasks that may be assigned by the supervisor

## **III Training component: Learning elements and expectations**

The assignment will enable the JPO to:

- Benefit from individual learning and training opportunities.
- Participate in training workshops organized by the ILO and/or other international organizations.
- Interact with ILO constituents, other UN agencies, NGOs and other development partners working on the promotion of skill development and decent work for those affected by crisis migration.

The JPO training programme includes the following learning elements:

- Improve knowledge on decent work, access to labour market issues especially for refugees and other forcibly displaced persons.
- Develop technical competence in research, in the development of tools and training programmes.
- Acquire skills relating to the design, implementation and monitoring of ILO projects on those affected by crisis migration.
- Become familiar with the ILO's mandate and activities and with its integrated approach to employment.
- Get acquainted with the work of a multi-disciplinary and multi-cultural team in HQ and the field. Interact with other organizations working on the topical and critical issue of crisis migration.

- The JPO position includes a Duty travel and training allowance (DTTA) of \$4.000 per year which may be used for learning activities related to the assignment and career development.

## IV Supervision

**Title of supervisor:** Senior Technical Specialist, MIGRANT

### Content and methodology of supervision

A time-bound work plan will be agreed between the JPO and the supervisor within the first two weeks of the assignment.

Regular meetings between the JPO and the supervisor about work progress and quality will be scheduled every week. Any amendments and additions to the workload will occur in an organised and clear manner to be discussed during the weekly meetings.

As necessary, detailed instructions, guidance and coaching will be provided by the supervisor and other technical specialists as required, in particular in the early phases of the assignment.

Work will be discussed with, and reviewed by the supervisor at various stages before completion in order to verify accuracy and the appropriate development of projects, programmes, activities and products.

The JPO will accompany and assist the supervisor in any relevant missions, seminars, workshops and meetings.

Performance management will be reviewed in accordance with ILO's Performance Management Framework, as applicable to Junior Professional Officers.

## V Required Qualifications and Experience

### Education:

An advanced university degree (Masters) in one of the following areas: economics, statistics, labour market studies, political sciences, sociology, law, development and migration studies.

A first-level university degree (Bachelor's degree or equivalent) in combination with qualifying experience (at least 3 years of relevant working experience) may be accepted in lieu of an advanced university degree.

Part of the candidates' academic training (either Bachelors or Masters or both) must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

### Working experience :

**Minimum of 2 and maximum of 4 years** experience in migration related areas, as well as social work and employment, will be an asset.

Desirable: Prior experience in research on labour migration. Familiarity in areas of migrant or refugee skills development, employment and social issues, as well as public policy or development studies would be an advantage. Previous experience in project management and development, monitoring and evaluation and technical knowledge of the subject matter. Experience of the development work of the United Nations as well as experience in working with vulnerable groups and/or refugees will be an asset.

**Languages :** Minimum: Proficiency and ability to communicate and draft concisely in English. Desirable: Good knowledge of a second working language of the ILO would be an asset.

**Key competencies** : The candidate is expected to demonstrate and be guided by ILO competencies, specifically:

1. Good communications skills, both written and verbal, and demonstrated professionalism, including ability to meet deadlines.
2. Capacity to work on own initiative, as well as being a cooperative team member.
3. The ability to work in a multicultural environment, and gender-sensitive behaviour and attitudes are also required.

## **VI Background information on Agency/Department/Section**

Key elements in addressing the drivers of growing migration, both regular and irregular, and the increasing number of refugees and forcibly displaced people require the international community to invest in the creation of environments conducive to well-functioning labour markets and labour market institutions that can increase economic productivity, better address labour market needs through sustainable and better jobs, and lead to more inclusive and effective social protection systems and social justice for all in countries of origin and destination. These objectives present important opportunities to the ILO and its constituents to apply the decent work agenda in the migration or refugee crisis context.

In dealing with different crisis-related situations, there is first and foremost a humanitarian imperative to save lives. While there are no easy solutions, it is vital that the international community acknowledges the shared global responsibility of developing collective and inclusive action, particularly in the context of the Sustainable Development Goals (SDGs) of the post-2015 development agenda. The elements of effective approaches need to include: the creation of more productive and decent work in countries of origin, transit and destination (host countries); the possibility of creating more regular and safe channels of migration which meet real labour market needs and facilitate family reunion; ensuring that climate change agreements address employment, social inclusion and just transition issues; and placing human rights, including labour rights, at the core of all interventions.

In considering more durable solutions and their impact on labour markets, a wide-range of actors must be at the table, including Ministries of Labour, trade unions and employers' representatives. A measured response must also involve stronger and closer cooperation among States and among and within regions to engage in renewed dialogue on the establishment fair, effective and robust governance mechanisms for labour migration and asylum. These endeavours should be underpinned by closer collaboration, coordination and coherence between all multilateral actors.

The ILO's work in this field focuses on addressing the socio-economic needs and expectations of those affected by crisis migration, including host countries and communities. The ILO plays an increasingly significant role in the livelihoods systems and structures in situations of crisis migration, underpinned by the ILO Guiding Principles on Access of Refugees and other Forcibly Displaced Persons to Labour Markets and ILO Recommendation No. 205 (2017) on Employment and Decent Work for Peace and Resilience, as well as the ILO-UNHCR MOU and joint Plan of Action. The ILO response covers the promotion of employment and training opportunities based on the fundamental principles and rights at work for refugees, other forcibly displaced persons, migrants and host communities affected by crises, assessments on unacceptable forms of work, employment of women and youth, provision of tripartite consultations to create employment-focused solutions to crisis, provision of technical assistance on legislation, policy and support for capacity development needs.

The ILO values diversity among its staff. We welcome applications from qualified women and men, including those with disabilities.

The ILO has a smoke-free environment.

## **VIII How to apply**

Please note that all candidates must complete an on-line application form. To apply, please visit the ILO Jobs website at <https://jobs.ilo.org/>. The system provides instructions for online application procedures.

Evaluation (which may include one or several written tests and a pre-interview competency-based assessment centre) and the interviews will tentatively take place during the 3 to 4 months following the application deadline. Candidates are requested to ensure their availability should they be short listed for further consideration.

Depending on the location and availability of candidates, assessors and interview panel members, the ILO may use communication technologies such as Skype, Video or teleconference, e-mail, etc for the assessment and evaluation of candidates at the different stages of the recruitment process, including assessment centres, technical tests or interviews.

### **Fraud warning**

The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage. Messages originating from a non ILO e-mail account - @ilo.org - should be disregarded. In addition, the ILO does not require or need to know any information relating to the bank account details of applicants.

For more information on conditions of employment, please visit: [https://jobs.ilo.org/content/International/?locale=en\\_GB](https://jobs.ilo.org/content/International/?locale=en_GB)

Only shortlisted candidates will be contacted.