

# Advertisement

Junior Professional Officer

Prevention of Sexual Exploitation  
and Abuse Officer



International Organization for Migration (IOM)  
The UN Migration Agency

International Organization for Migration

Closing date: 14<sup>th</sup> April 2019

## I General information

<b>Title:</b>	Prevention of Sexual Exploitation and Abuse Officer
<b>Sector of Assignment:</b>	Migration (Monitoring and Evaluation)
<b>Country:</b>	Switzerland
<b>Location (City):</b>	Geneva
<b>Agency:</b>	IOM
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum of 3 years
<b>Grade:</b>	P2 step 1 in the first year, or P1 step 1, depending on the level of education and relevant working experience

**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%20countries%20%20November%202018.pdf>

For criteria see the website of Nedworc Foundation:

<http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm>

Please read the criteria and FAQ section carefully before considering applying

## II Duties

### General

*The objective of the position is to support the development of the PSEA training for IOM staff and implementing partners*

### **Development of PSEA training:**

Summary of duties

- Support the development and the roll-out of PSEA training package for IOM staff and implementing partners;
- Support the work of the PSEA interdepartmental working group and following up on specific tasks;
- Support with the implementation of the PSEA internal plan of action as well as the management of the IOM “We are all in” misconducts platform;

### **Participating in PSEA Working groups:**

Summary of duties

- *Monitoring and participating in the work of existing PSEA working groups within the United Nations System to ensure consistency and coordination;*
- *Support with the delivery of PSEA trainings in IOM field missions;*
- *Support with the development and coordination of PSEA specific procedure: i.e. Duty of Care for Victims*

### **Institutional Support for PSEA:**

#### Summary of duties

- Draft talking points and background documents on PSEA to be submitted to IOM top management;
- Represent IOM in relevant fora;
- Support the Gender Coordination Unit in the organization of PSEA events

### III Training component: Learning elements and expectations

Upon completion of the assignment the JPO will have/ will be able to:

- Gain experience in an international organization, including management and international cooperation activities, as well as understanding the dynamics of international working groups.
- Be able to prepare documents using the IOM logical and legal framework.
- Participate in development of programs, projects, trainings and workshops related to Gender and PSEA.
- Gain experience in working with governmental, non-governmental and United Nations institutions in PSEA related work.

The JPO training programme includes the following learning elements:

- 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.
- The JPO will have access to IOM's learning platform which currently houses over 300 learning modules developed by IOM and other UN agencies.

### IV Supervision

**Title of supervisor:** Head, Gender Coordination Unit

#### Content and methodology of supervision

Direct supervision and ongoing coaching with regular evaluations via IOM's Staff Evaluation System to ensure optimal communication and feedback.

### V Required Qualifications and Experience

#### Education:

- Master's degree in Social Science, Social Worker, Gender issues, Law, or a related field from an accredited academic institution with two years of relevant professional experience;
- 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 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%20countries%20%20November%202018.pdf>

#### Working experience:

Two to maximum 4 years relevant working experience

- Advanced English communication (oral and written) and negotiation skills- Knowledge of French and or Spanish will be a distinctive advantage.
- Previous working experience in assistance of vulnerable groups;
- Computer/software-literate, including knowledge in Microsoft Office,
- Experience of working in a multi-cultural setting.
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Internships carried out with IOM since obtaining Bachelor's Degrees will be considered as work experience.

#### Languages :

Fluency in English is required;

French and/or Spanish an advantageous

## Key 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 – behavioural indicators *level 2*

- 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 – behavioural indicators *level 2*

- 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.

## VI Background information on Agency/Department/Section

IOM has a zero-tolerance policy on sexual exploitation and abuse (SEA) applicable to its staff members, as well as employees or any other persons engaged by its contractors. In order to enforce this policy, a proactive approach needs to be adopted in order to promote a culture of reporting misconduct when it happens, among its 12,000 employees plus its contractors. Additionally, a continuum of efforts is needed in order to prevent SEA if risks are to be minimized. The JPO will be part of the interdepartmental working group focusing on PSEA and will be supporting the implementation of actions relating to preventing and addressing SEA within IOM.

## VII Information on living conditions at Duty Station

Switzerland is a combination of German-, French-, and Italian-speaking populations forming a federation of choice, although the predominant cultural influence is Germanic. Although the Swiss people share cultural origins with the Germans, French, and Italians, they have worked hard to maintain their status as a separate and distinct society. Work to find consensus with Swiss colleagues. While the culture is influenced by hierarchy, the Swiss have a tradition of consensual leadership. Punctuality and time management are important. The Swiss have a distinct sense of order and an emphasis on precise scheduling. Switzerland has a temperate climate, but it varies with altitude. Most of the country experiences cold, cloudy, winters with heavy precipitation, and cool to warm, cloudy, humid summers with occasional showers.

## VIII How to apply

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 14th April 2019 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/how-to-apply.html>

[https://recruit.iom.int/sap/bc/webdynpro/sap/hrrcf\\_a\\_posting\\_apply?PARAM=cG9zdF9pbnN0X2d1aWQ9MDA1MDU2ODUxQzdDMUVEOTkyQzYyOEQwOTM3RDYwQ0lmY2FuZF90eXBIPUVYVA%3d%3d&sap-wd-configid=ZHRRCF\\_A\\_POSTING\\_APPLY&sap-client=100&sap-language=EN#](https://recruit.iom.int/sap/bc/webdynpro/sap/hrrcf_a_posting_apply?PARAM=cG9zdF9pbnN0X2d1aWQ9MDA1MDU2ODUxQzdDMUVEOTkyQzYyOEQwOTM3RDYwQ0lmY2FuZF90eXBIPUVYVA%3d%3d&sap-wd-configid=ZHRRCF_A_POSTING_APPLY&sap-client=100&sap-language=EN#)

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted. You can track the progress of your application on your personal application page in the IOM e-recruitment system.