

Advertisement



Junior Professional Officer

Programme Officer (SAR/SARD)

International Organization
for Migration

Closing date: 4 March 2026

I General information

Title:	Programme Officer (SAR/SARD)
Sector of Assignment:	Immigration and Border Governance
Country:	Libya
Location (City):	Tripoli
Agency:	International Organization for Migration (IOM)
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum total of 3 years
Grade:	P2 step 1 in the first year

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 **PEOPLE WITH THE DUTCH NATIONALITY**.

Maximum age of 32 years as of 31 December of the year of application.

For the minimum qualification requirements see the website of Nedworc Foundation:

[Junior Professional Officer Programme - Nedworc Foundation](#)

Please read the criteria and FAQ section carefully before considering applying

II Duties and responsibilities

Under the overall supervision of the Chief of Mission and the direct supervision of the Immigration and Border Governance Programme Coordinator the successful candidate will be responsible for the implementation of IOM's Search and Rescue related activities and for providing technical guidance and information to staff and partner Non-Government Organizations (NGOs) on effective and efficient implementation of those activities, monitoring, reporting as well as internal and external relations.

Responsibilities (Summary of duties/tasks)

- Assist in planning, and coordinate the implementation of activities under the Search and Rescue related projects, identify synergies and facilitate linkages with other mission activities
- Analyze and suggest revisions to the project strategy whenever required, in close coordination with the IBG Programme Coordinator and the mission's PDSU.
- Monitor the project's budgetary, administrative, and technical aspects in line with IOM policies and procedures and donor requirements and bring conclusions, deficiencies and gaps to the attention of the supervisor along with recommended actions.

- Monitor the procurement and distribution of all materials and equipment as well as the rehabilitation projects through timely facilitation of all necessary administrative, organizational, and tender processes, in coordination with the Resource Management Unit and local partners.
- Monitor project implementation and the work of local implementing partners. Propose appropriate corrective action and make recommendations to improve effectiveness as necessary; draft and contribute to regular project and activity reports and prepare and provide input to donor narrative reports.
- Coordinate meetings and capacity-building activities for partner government agencies, local partners and other stakeholders associated with the project.
- Implement communication and visibility plans of the project in close coordination of the Public Information Unit.
- Support and strengthen coordination efforts with government entities, i.e. the Libyan Coast Guard, the General Administration for Coastal Security (GACS) and the Directorate for Combatting Illegal Migration (DCIM), embassies, implementing partners, UN agencies, and other stakeholders involved in carrying out SAR activities in the country.
- Maintain a current record of cases and distribution lists for the project's activities.
- Identify trends, conduct desk research, support the development of new programme/project possibilities by providing input and information, and draft identified sections of proposals in close coordination with the project development unit, tracking and following up on submission to donors.
- Perform such other duties as may be assigned.

III Training component: Learning elements and expectations

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

- Gain experience in a UN Organization, including management and international cooperation activities, as well as understanding the dynamics of regional and international initiatives and working groups.
- Gain experience in migration policies of the region and of relevant migration governance strategies and responses.
- Acquire in-depth knowledge of IOM operation and activities.
- Be able to draft and finalize reports, concept notes and project proposals.
- Gain experience in working with governmental, non-governmental and United Nations institutions and enhance negotiation skills in a multilateral setting.

The JPO training programme includes the following learning elements:

- JPO Induction Week (Year 1): Participation in the mandatory JPO Induction Week in Geneva, providing an overview of the UN system, IOM's mandate and operations, and the JPO Programme.
- Targeted Technical Trainings (Years 1–3): Access to targeted trainings relevant to JPO functions, including Project Development and PRIMA, available from the first year onwards.
- Career Development sessions (Years 1–3): Participation in career development sessions and other specialized trainings organized, focusing on competencies such as leadership, communication, and career planning within the UN system.
- Mentorship (Years 1–3): Opportunity to participate in IOM's mentorship programme, pairing JPOs with experienced IOM staff to support professional development, institutional learning, and career guidance throughout the assignment.

- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor: Programme Coordinator (IBG)

Content and methodology of supervision

Supervision is implemented through structured and consistent processes to ensure accountability and support.

Methods

Reporting: Staff submit progress reports and activity updates prior to scheduled supervision meetings.

Evaluation Procedures: Performance is assessed against agreed work plans as per IOM standard Performance Appraisal Plan. Feedback is documented and shared during review sessions.

Additional Support: Ad hoc consultations are available for urgent issues or guidance on complex tasks.

V Required Qualifications and Experience

Age limit: Maximum age of 32 years as of 31 December of the year of application.

Education:

- Master's degree or equivalent in political or social sciences, Development Studies, Human Rights, International Relations, Law or a related field from an accredited academic institution with two years of relevant professional experience; or
- Bachelor's degree with equivalent studies from an accredited academic institution with four years of relevant professional experience.
- Equivalent studies in the National Armed or Security forces of country of residence with four years of relevant professional experience.

Working experience:

- Experience in the field of migrants' assistance with a Government or UN agency, or a regional or international organization in a peacekeeping/ peacebuilding environment.
- Experience in project administration.
- Knowledge of social and development issues as well as general migration related issues.

Work experience within the UN system should not exceed 1 year, including UNV, (paid) UN internship and UN consultancy.

Relevant Internship experience will only be counted towards the minimum years of required experience if it were full-time and it took place within the UN system, a multilateral institution, public sector, nongovernmental organizations or formal volunteering organizations.

Languages: For all applicants, fluency in English is required. Working knowledge of Arabic is desirable.

Key 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 actions and delegated work.
- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

VI Background information on Agency/Department/Section

IOM plays a pivotal role in promoting protection-oriented and human rights-based SAR operations, addressing the mounting challenges of migration management. Through capacity-building initiatives, IOM strengthens the ability of national entities to respond to emergencies, provide lifesaving assistance to migrants upon disembarkation, rescue individuals stranded in the desert, and support those held in official migrant detention centers. Additionally, the program aids national migration authorities in implementing protection-focused measures to improve migrants' living conditions by ensuring access to clean drinking water, enhanced sanitation, and better hygiene standards in reception facilities, including disembarkation points, SAR vessels, and in detention centers.

Libya remains a destination country along the Central Mediterranean migration route, but also a key transit location and starting point for those attempting to cross the Mediterranean Sea. While work is underway for defining the future comprehensive, integrated border management system and Search and Rescue (SAR) architecture to be implemented in the country, national authorities remain challenged by difficulties related to the availability of adequate infrastructure, human resources and effective procedures that would enable them to handle major cross-border flows of irregular migrants and counter human smuggling networks.

VII Information on living conditions at Duty Station

Tripoli is classified as a non-family duty station due to prevailing security conditions. To ensure the safety of personnel, United Nations staff are required to reside within the UNCC compound, which serves as a secure accommodation facility. Movement outside the compound is strictly prohibited unless authorized for official purposes.

Within the UNCC compound, staff have access to basic amenities, including:

- Accommodation facilities designed for long-term stays.
- A restaurant providing daily meals.
- A designated social area for recreation and community activities.

For any work-related travel outside the compound, staff must adhere to the established security protocols. This includes obtaining prior clearance and following all prescribed procedures to mitigate risks.

VIII How to apply

Applicants can apply through this link [JPO - Programme Officer \(Search and Rescue \(SAR\)\) - \(Dutch Nationals only\) \(P\) - IOM Careers](#)

Before **4 March 2026 23:59 local time Geneva, Switzerland**

Applicants will receive acknowledgement of receipt of their submission
Only shortlisted candidates will be contacted.