



IOM International Organization for Migration

## OPEN TO INTERNAL AND NON-REPRESENTED MEMBER STATES CANDIDATES

Position Title : **Chief of Mission**  
Duty Station : **N'Djamena, Chad**  
Classification : **Professional Staff, Grade P5**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **May 06, 2015**

Reference Code : **VN2015/48(P)-INT**

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 has a proactive recruitment policy to increase the representation of nationals of non-represented member states. Qualified applicants from the following countries will be favourably considered:*

*Angola, Antigua and Barbuda, Bahamas, Belize, Benin, Cambodia, Cape Verde, Czech Republic, Comoros, Djibouti, El Salvador, Gabon, Gambia, Guyana, Holy See, Iceland, Israel, Lesotho, Libya, Luxembourg, Madagascar, Maldives, Malta, Marshall Islands, Montenegro, Micronesia, Mongolia, Namibia, Nauru, Papua New Guinea, Paraguay, Republic of Congo, Saint Vincent and the Grenadines, Samoa, Seychelles, Somalia, Suriname, Swaziland, Tanzania, Timor Leste, Togo, Trinidad and Tobago, Vanuatu, Venezuela, Vietnam, Yemen*

*Applications from qualified female candidates are especially encouraged.*

### **Context:**

Under the direct supervision of the Regional Director (RD) for Central and West Africa, the successful candidate will be IOM's interlocutor with the Government of Chad and relevant ministries, United Nations (UN) Specialized Agencies, Funds and Programmes, and local and international non-governmental organizations (NGOs). The Chief of Mission (CoM) will be responsible for developing and promoting with the Government of Chad, diplomatic representatives and other organizations the full range of IOM services as well as keeping

the RD and Headquarters (HQs) units informed of relevant governmental concerns and programmatic developments in the country office within the overall regional framework.

### ***Core Functions / Responsibilities:***

#### **I. Development and follow up of strategies, policies and programmes:**

1. Develop, clarify and contribute to IOM's overall mandate and strategy through project development and implementation in the country office with appropriate consultation with the Regional Office (RO), Headquarters, Member States and other relevant actors
2. Play an integral role in migration policy discussions and apply approved policies in national activities
3. Advise the Regional Office and HQs on national policy and emerging matters as well as government migration policies affecting the activities of IOM in N'djamena and its sub-offices. Make recommendations or prepare proposals for appropriate action.
4. Participate in appropriate policy and operational United Nations Country Team (UNCT) inter-agency mechanisms, in particular with a view to inserting migration-related issues into the United Nations Development Assistance Framework (UNDAF) process, the Peace, Security and Cooperation Framework for Chad.
5. Participate in the Humanitarian Country Team (HCT) and provide support to other inter-agency planning processes and the overall humanitarian strategy.
6. Ensure current obligations as co-leader agency for the Camp Coordination and Camp Management (CCCM) and Shelter and NFI cluster obligations are fulfilled.
7. Maintain regular contacts with the United Nations in the framework of peacekeeping, Disaster Risk Reduction (DRR) and Security Sector Reform (SSR) matters.
8. Stimulate, catalyse and support project development in Chad, assessing the appropriateness and effectiveness of programme development and fundraising and strategies and recommend ways to improve these.
9. Direct and monitor project planning, design and implementation in Chad and give necessary support to IOM sub-office(s) in the country. Evaluate IOM's operational activities in Chad and prepare recommendations with a view to increasing their effectiveness.
10. Take full responsibility for the successful execution of ongoing operational programmes and the development of new ones.
11. Support regional and international processes and dialogues on migration relevant to Chad. Ensure the participation of government officials in these initiatives.

## **II. Resource management and capacity building:**

12. Direct operational, human resources, administrative, budgetary and financial activities of the Mission and oversee those of the Sub-Offices in accordance with the Organization's rules and procedures.
13. Report regularly to the RD and other interested partners on developments and progress achieved in Chad. Prepare regular and specific narrative, impact, policy, financial, evaluation and statistical reports covering IOM activities; prepare briefings and background information requested by RO and HQs, the Government of Chad and other entities.

## **III. Representation of IOM:**

14. Develop and promote liaison with governmental authorities and diplomatic missions, international and regional organizations, non-governmental organizations and voluntary agencies, airlines and public media in the region, particularly with a view to identifying migration-related areas for developing common activities/projects in a complementary manner. Identify needs and priorities for cooperation, project development and fundraising purposes.
15. Represent the Organization at national and international conferences and meetings.
16. Develop public relations and media activities in order to promote IOM's image and programmes.
17. Take part in the development of any other relevant planning tools such as National Action Plans, Poverty Reduction Strategy Papers, and Migration Profiles.
18. Perform such other duties as may be assigned.

## ***Required Competencies***

### **Behavioural**

- Takes responsibility and manages constructive criticism;
- Works effectively with all clients and stakeholders;
- Promotes continuous learning; communicates clearly;
- Takes initiative and drives high levels of performance management;
- Plans work, anticipates risks, and sets goals within area of responsibility;
- Displays mastery of subject matter;
- Contributes to a collegial team environment;
- Creates a respectful office environment free of harassment and retaliation, and promotes the prevention of sexual exploitation and abuse (PSEA);
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation;
- Displays awareness of relevant technological solutions;
- Works with internal and external stakeholders to meet resource needs of IOM.

## **Technical**

- Represents IOM in high-level interactions with clients;
- Correctly interacts with and advises on interfacing with senior level stakeholders as appropriate;
- Identifies long-term trends and global political developments that can impact on the core mandates and their executions;
- Develops effective partnerships with prospective donors and other stakeholders;
- Establishes and maintains effective working relationships with implementing partners;
- Plans operations within the context of IOM's global core mandates and responsibilities;
- Drives the mobilization of resources to meet IOM mandates;
- Interfaces with senior-level stakeholders to secure resources to meet IOM needs;
- Participates in Humanitarian Country Team (HCT), United Nations Country Team (UNCT) or relevant inter-agency meetings;
- Supports and contributes to the inter-agency planning process and the overall humanitarian strategy;
- Ensures Camp Coordination and Camp Management (CCCM) obligations as a cluster lead agency are carried out.

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

### **Education**

- Master's degree in Law, Political Science, Human Rights, International Relations, Humanitarianism or a related field from an accredited academic institution with ten years of relevant professional experience; or
- University degree in the above fields with twelve years of relevant professional experience.

### **Experience**

- Experience in programme coordination and managerial responsibilities specifically in the humanitarian field relating to migration, returnees, refugee, internally displaced persons (IDPs) issues, showing increasing levels of responsibility;
- Experience in field work in a challenging environment and community-based reintegration processes;
- Experience in implementing projects in fragile and post-conflict political settings;
- Willingness to travel up to 60% of the time to very remote and isolated field locations and work in a diverse multi-cultural environment;
- Familiarity with the UN system;
- Strong and proven, analytical skills.

### **Languages**

Fluency in French and English is required. Working Knowledge of Arabic is an advantage.

**Note:**

1. With frequent travel to field locations within the country office.

***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by May 06, 2015 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>

In order for an application to be considered valid, IOM only accepts online profiles duly filled in and submitted with a cover letter not more than one page specifying the motivation for applications.

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

***Posting period:***

From 22.04.2015 to 06.05.2015

Requisition: VN 2015/48 (P) - Chief of Mission (P5) - N'Djamena, Chad (54652487) Released  
Posting: VN 2015/48 (P) - Chief of Mission (P5) - N'Djamena, Chad (54652490) Released