



IOM International Organization for Migration

## OPEN TO INTERNAL AND EXTERNAL CANDIDATES

Position Title : **Project Manager (Socio-Economic Reintegration of Ex-combatants and Youth-at-Risk)**  
Duty Station : **Mogadishu, Somalia**  
Classification : **Professional Staff, Grade P3**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**

Closing Date : **December 10, 2015**

Reference Code : **VN2015/123(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:*

*Antigua and Barbuda, Bahamas, Belize, Benin, Botswana, Cambodia, Cape Verde, Czech Republic, Comoros, Djibouti, El Salvador, Gabon, Gambia, Guinea, Guyana, Holy See, Iceland, Israel, Lesotho, Libya, Lithuania, Luxembourg, 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, Timor Leste, Trinidad and Tobago, Vanuatu, Venezuela, Vietnam, Yemen*

*Applications from qualified female candidates are especially encouraged.*

### **Context:**

Under the overall supervision of the Head of the Department of Migration Management and direct supervision of the Head, Labour Mobility and Human Development Division–IOM Somalia, in coordination with the Disengaged Combatants Unit, the successful candidate will be responsible for the overall management, oversight, and coordination of all relevant project activities, including supervision of project staff.

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

1. Manage the overall implementation of the Somalia Socio-Economic Reintegration of Ex-combatants and Youth-at-Risk project in a timely manner and be responsible for its financial, administrative, and technical oversight in line with IOM policies and practices as well as donor requirements.
2. Ensure effective implementation of the project by coordinating the work of IOM's implementing partners, and government counterparts. Supervise project staff and consultants. Monitor project progress to document and evaluate results, increase effectiveness and recommend appropriate action.
3. Supervise and coordinate the provision of screening, referrals, registration, financial assistance, and reintegration assistance to the project beneficiaries, such as youth-at-risk and disengaged fighters.
4. Oversee research and assessments to identify niche markets and opportunities for project beneficiaries and partners. Lead the identification of new project activities in accordance with research and assessment results in consultation with the donor and the relevant government authorities.
5. Develop a strategy and tools to conduct a mapping of and outreach to youth of concern to the project. Work closely with Regional Authorities and other local structures such as the District Peace Councils and clan elders (where necessary) to ensure smooth implementation of project activities especially with regards to selection of project beneficiaries, dispute resolution, etc.
6. Establish and maintain strong partnerships and liaison with government entities, embassies, UN agencies, and other stakeholders in project target regions. Liaise with the Ministry of Labour and Social Affairs, Ministry of Youth and Sports, Ministry of Gender and Human Rights Development and Ministry of Internal Security to ensure smooth implementation of the activities earmarked for capacity building under component 2 of the project.
7. Represent IOM at relevant seminars, meetings, and other events to promote project activities and disseminate results. Create informational material and ensure communication and visibility for all project activities.
8. Maintain an updated record of cases and files for the project and ensure data confidentiality. Coordinate knowledge management within the project for the purpose of monitoring and evaluation, team and organizational learning, reporting, and innovation.
9. Prepare donor and other reports and ensure proper information exchange on all operational aspects of the project between IOM, the donor, and other stakeholders. Prepare and collate general and specific information on project activities as requested by donors/external parties, HQs and other internal counterparts; coordinate internal evaluation(s).
10. Provide consistent review and competent advice to the senior management on the overall performance of the project activities to ensure effectiveness, coherence, integrity, and establish strategic programmatic linkages.

11. Conduct field visits to verify project progress and results in coordination with the project field staff.
12. Prepare annual budgets and disbursement targets for submission to the Bank. Oversee strict implementation and adherence to the provision contained in the project Disbursement Letter issued by the Bank. Implement the financial management risks mitigation measures articulated in Technical Annex B.4 of the Project Appraisal Report.
13. Prepare annual procurement plans and ensure timely implementation of approved procurement activities including timely submission of procurement decisions to relevant authorities for approval.
14. 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;
- 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**

- Delivers on set objectives in hardship situations;
- Effectively coordinates actions with other implementing partners;
- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives.

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

### **Education**

- Master's degree in Political Science, Social Science, Development Studies, International Relations, Law, Labour relations or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

## **Experience**

- Professional and managerial experience in the field of youth employment, youth-at-risk, or disengage fighters;
- Experience in designing youth employment projects and on institutional-capacity building;
- Previous work experience in a complex crisis environment;
- Experience in project management including management of budgets and staff;
- Experience in management of donor funded programmes or projects an advantage;
- Understanding of the complex social-political environment of Somalia;
- Strong computer skills, specifically hands-on experience in usage of MS Office.

## **Languages**

Fluency in English is required. Working knowledge of Somali is an advantage.

## ***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by December 10, 2015 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/how-apply>

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 26.11.2015 to 10.12.2015

Requisition: VN 2015/121 (P) - Programme Officer, IRIS (P3) - Geneva, Switzerland (54705988)  
Released

Posting: VN 2015/21 (P) - Programme Officer, IRIS (P3) - Geneva, Switzerland (54705997) Released