



International Organization for Migration (IOM)
The UN Migration Agency

IOM VACANCY ANNOUNCEMENT

VN/2023/014-IOM-ZM Open to Internal/External Candidates

Position Title: **PSEA Officer**
Duty Station: **Lusaka, Zambia**
Classification: **NOA**
Type of Appointment: **OYFT** (*One Year Fixed-Term- with possibility of extension.*)
Estimated Start Date: **15 October 2023**
Closing Date: **14 September 2023**

Organizational Context and Scope

Sexual Exploitation and Abuse (SEA) by aid workers is a grave violation of human rights and IOM is committed to combat any kind of SEA by its staff, related personnel and partners.

IOM's zero tolerance policy also extends to IOM third party contracted staff, suppliers, service providers and implementing partners. With over 16,000 staff and over 6,000 related personnel, operating in 450 Offices, and 165 countries throughout the world, the impact of sexual exploitation and abuse on victims and within IOM's operating environments, and the reputational risk it poses for the Organization needs to be addressed and remains a key priority.

The prevention of and response to Sexual Exploitation and Abuse (PSEA) continues to gain momentum not only within the United Nations (UN) and Interagency Standing Committee (IASC) common systems but also amongst governments, institutional partners, media and the general public. Increased action is no longer a choice but a necessity, and the rights of the victim must be at the forefront.

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Over the past decade, IOM has increasingly been seen as a strong player supporting the prevention and response to Sexual Exploitation and Abuse and Sexual Harassment within the UN, IASC, and amongst the humanitarian community. While significant progress has been made to prevent and respond to SEA within the Organization such as through the development of innovative PSEA trainings, the development of a misconduct platform to report SEA, and extensive interagency collaboration on PSEA, more needs to be done within country and at the programmatic level and the role of the PSEA Officer will support these efforts.

In 2021, IOM developed its strategic approach toward the prevention of and response to sexual exploitation and abuse and sexual harassment focusing on five priority areas: 1) Leadership and Organizational Culture; 2) Institutional Accountability and Transparency; 3) Capacity-Development, Training, and Communication; 4) Quality and Accessible Victim Assistance; 5) Partnership and Coordination.

Under the overall supervision of the Chief of Mission, the direct supervision of the position of Movement Operations Officer and technical support from the PSEAH Unit and other experts, the incumbent will be responsible for supporting and facilitating the technical oversight and day-to-day management of IOM's prevention of and response to sexual exploitation and abuse (PSEA) activities in country. As the technical PSEA expert in-country, the PSEA Officer will need to support implementation of PSEA activities within IOM and as an active member of the interagency PSEA Network. While the incumbent will support the PSEA agenda within country and will contribute technical inputs to PSEA within programming, the accountability for PSEA remains with the Chief of Mission.

Responsibilities and Accountabilities

PSEA COORDINATION:

1. Provide inputs for the development of an operational PSEA Work Plan, in line with IOM's PSEA Strategy, the IASC's PSEA Minimum Operating Standards (MOS), and the UNCT country level framework and work plan, through strategic workshops with IOM Heads of Units and other senior management at the country and programmatic levels, as assigned;



2. Assist the in ensuring the resulting work plan is detailed and operational with clear actions, roles and responsibilities to deliver on the actions, timeframes, technical and resource requirements, and internal reporting requirements;
3. Provide technical inputs for the inclusion of PSEA within IOM Country Office Strategy, programming, risk mitigation and management, planning, reporting, monitoring and evaluation and budgeting; Contribute to the development of PSEA programming and liaison with relevant donors, as assigned.
 - Actively participate to the in-country *interagency* PSEA Network (support in the development of the collective PSEA workplan, risk management plan, PSEA Strategies, Standard Operating Procedures for an inter-agency Community-Based Complaint Mechanism, etc), as well as actively participate within IOM internal and other interagency PSEA communication and coordination initiatives.
 - In close coordination with the relevant colleagues, ensure that IOM's PSEA prevention, mitigation and response mechanisms are in line with IOM's global PSEA Strategy;
 - Provide specific assistance to IOM teams, programmes and units to ensure the mitigation of SEA risks are developed, embedded and strengthened within all IOM programming and within HR practices; and,
 - At all possible opportunities (during relevant trainings, in staff and programme meetings, through newsletters, in email messages, etc) continually share key messages on PSEA, including mandatory reporting requirements within the Country Office and programming, in close coordination with relevant colleagues.

PREVENTION:

- Analyze, compile and draft specific country-wide SEA risk assessment report to identify locations and programmes with the highest SEA risk; Check that the appropriate mitigation and response strategies within IOM programming and operations.
- Participate in the development of a training plan and coordinate the delivery and organization of PSEA trainings for IOM staff and related personnel, implementing partners¹, key institutional stakeholders; Support the work of identified PSEA Focal Points within Country to deliver key messaging and trainings as appropriate.
- On a yearly basis, provide an update on the number of staff, non-staff trained, contractors, implementing partners, and service providers trained in the Country

¹ Ensure management are aware of the [UN Protocol on Allegations of Sexual Exploitation and Abuse involving implementing partners](#) and accompanying partner assessment, and support as needed.



Office on PSEA, in an effort to track compliance and facilitate the management of training delivery and refresher courses, in coordination with HR. Support the registration of all participants (staff and non-staff) within the IOM system and the delivery of certificates;

- Participate to the development of communication and awareness-raising strategies and tools to ensure appropriate PSEA messaging and knowledge on prohibited behaviours as well as how to report allegations of misconduct, including SEA within communities and amongst beneficiaries; facilitate the localization of SEA messaging; and,
- Map existing community engagement projects in Country Office and work with project leads to insert PSEA messages and/or gather community input where appropriate.

RESPONSE:

- Participate and provide inputs for the development of PSEA proposals and support the mainstreaming of PSEA within IOM programming; coordinate closely with institutional partners, governments, donors, and communities on PSEA needs and responses, as assigned.

Required Qualifications and Experience

EDUCATION

- Master's degree in Law, International Relations, Psychology, Social Sciences, Development Studies and Planning or a related field from an accredited academic institution; or,
- University degree in the above fields with two years of relevant professional experience.

EXPERIENCE

- Experience in the fields of sexual exploitation and abuse, protection, child protection, gender-based violence, accountability to affected populations (AAP), gender mainstreaming and/or humanitarian affairs;
- Coordination experience within the UN system and amongst interagency partners, including governments, NGOs, and communities;
- Experience in organizing and facilitating PSEA trainings, in particular capacity-building, and communication materials to promote behavior change;
- Experience undertaking PSEA risk assessments, in coordination with communities, partners, and UN and other key stakeholders;



- Demonstrated ability to work across a wide variety of sectors/teams on cross-cutting themes;
- Good written and oral communication skills, effective in representation and liaison with external partners;
- Experience in policy and proposal development and the creation of standard operating procedures and tools; and,
- Ability to organize work, work independently and prioritize work under pressure, coordinate multiple tasks, maintain attention to detail, and coordination with a variety of stakeholders.

SKILLS

- Knowledge and understanding of IOM's institutional approach on PSEA and related strategies, policies, rules and regulations;
- Knowledge of the UN system and architecture;
- Knowledge of mainstreaming best practices and partnership models to ensure coordination of the same across a diversified range of actors; and,
- Ability to work with and maintain strict confidentiality, when necessary.

Languages

REQUIRED

For all applicants, fluency in English is required (oral and written).

DESIRABLE

Working knowledge of French, Swahili and any local languages spoken at the duty station is an advantage

Competencies²

The incumbent is expected to demonstrate the following values and competencies:

VALUES - All IOM staff members must abide by and demonstrate these five values:

Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

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.

² Competencies and respective levels should be drawn from the Competency Framework of the Organization.



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Courage: Demonstrates willingness to take a stand on issues of importance.

Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

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 actions and delegated work.

Communication: Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

OTHER:

Any offer made to the candidate in relation to this vacancy Announcement is subject to funding confirmation. Appointment will be subject to certification that the candidate is medically fit for appointment.

How to Apply:

Interested applicants should submit their electronic applications (Motivation letter and CV only) addressed to Resource Management Officer (RMO), IOM Lusaka using Recruitment email address: iomlusakarecruitment@iom.int not later than **14th September 2023**. **Remember to quote the Vacancy No. VN/2023/014 – IOM-ZM** and position title: **PSEA Officer** in the subject line. Failure to adhering to these instructions may lead to disqualification.

Only shortlisted candidates will be contacted. Female are encouraged to apply.

Posting period: From 01.09.2023 to 14.09.2023