



International Organization for Migration (IOM)  
The UN Migration Agency

## **POST DESCRIPTION**

### **JUNIOR PROFESSIONAL OFFICER (P - JPO)**

<b>I. POSITION INFORMATION</b>	
Position title	Resilience Officer
Position grade	P.2 JPO - Fixed term, one year with possibility of extension up to a maximum of 3 years
Duty station	Bamako, Mali
Position number	
Job family	
Organizational unit	
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	Country Office
Number of Direct Reports	
<b>II. ORGANIZATIONAL CONTEXT AND SCOPE</b>	
<p>The main focus of the IOM JPO programme is to achieve IOM's Global mandate on Migration which includes emphasis on the Global Compact on Migration, IOM's leading role in the UN Network on Migration and the migration related activities of the Sustainable Development Goals (SDG's.)</p> <p>In Mali, IOM established a presence in 1998 and contributes to strengthening the capacity of the Government of Mali to address migration challenges, and maximize the benefits of migration in particular with regard to: protection and assistance of vulnerable migrants, voluntary return and sustainable reintegration, awareness raising on the risk of irregular migration, counter trafficking, labour migration and development, migration and climate change, immigration and border management, community stabilization/cohesion, conflict prevention/resolution, technical support for policy development, data collection and analysis (DTM, FMPs, research). IOM enjoys strong partnership with the Government of Mali, UN agencies, humanitarian actors and civil society.</p> <p>Mali has a long history of migration, well known as a country of origin, destination and transit. Since 2012, humanitarian situation in Mali shows great instability because of spreading of violence, particularly in the North and Centre, leading to more poverty, environmental degradation and protracted displacements. In parallel, as many Sahelian countries Mali is also particularly affected by climate change, exposing wide areas of the country to desertification, water scarcity and temperatures rising, but also nationwide structural vulnerability to floods.</p> <p>In this context, resilience of individuals, communities and territories is extremely challenged in Mali, fuelling internal and external migration, notably with regards to youth looking for better opportunities.</p> <p>To respond to such challenges, IOM is committed to support the Malian</p>	

Government and civil society through a holistic approach of resilience, aiming to strengthen renewed governance, security and development.

### **III. RESPONSIBILITIES AND ACCOUNTABILITIES**

The Junior Professional Officer will be provided with regular feedback on his/her performance and progress, with special attention granted to goal setting and overcoming challenges.

Under the overall supervision of the Chief of Mission (CoM) and direct supervision of the Programme and Liaison Coordinator, the Junior Professional Officer's duties and responsibilities will include:

1. Support the development and roll-out of a resilience strategy within the mission, integrating climate change and security dimensions.
2. Contribute to the management and follow-up of ongoing and upcoming humanitarian, community cohesion and stabilization, projects.
3. Contribute to the design and the development of new projects/programs on Migration Environment and Climate Change in close coordination with relevant colleagues.
4. Assist in developing concept notes, project proposals, project documents, work plans, logical frameworks, results matrices, budgets and other project related documents to support IOM Mali' efforts on crisis prevention and community stabilization.
5. Contribute to the identification of potential funding opportunities on resilience in liaison with donors, national partners and other project partners in Mali, and in close collaboration with IOM Mali's Programme Support Unit and the Regional Office for West and Central Africa.
6. Assist the IOM Mali team in promoting Resilience-related initiatives and ensuring donor visibility through drafting/reviewing press releases, newsletters, briefing notes, etc.
7. Perform other relevant duties as assigned.

### **IV. COACHING AND LEARNING ELEMENTS**

As an integral part of the IOM assignment the Junior Professional Officer will:

- Gain experience in an International Organization, including management and international cooperation activities, as well as understanding the dynamics of regional and international initiatives and working groups.
- Be able to draft and finalize concept notes and project proposals, using the IOM logical and legal framework.
- Participate in the development of programs, projects, trainings and workshops related to different migration areas.
- Gain experience in working with governmental, non-governmental and United Nations institutions in Mali.

V. REQUIRED QUALIFICATIONS AND EXPERIENCE	
EDUCATION	
<ul style="list-style-type: none"> <li>• Master's degree in social science, international relations, environment, agronomy or a related field from an accredited academic institution with two years of relevant professional experience;</li> </ul>	
EXPERIENCE	
<ul style="list-style-type: none"> <li>• Minimum of two to three years' work experience either on project development, project management, database management, project monitoring and evaluation relevant to MECC;</li> <li>• Experience of working in a multi-cultural setting.</li> </ul>	
SKILLS	
<ul style="list-style-type: none"> <li>• Advanced English writing, communication and negotiation skills;</li> <li>• Ability to collect and analyze data on MECC topics;</li> <li>• Computer/software literate, preferably knowledgeable in Microsoft Office, Adobe Acrobat and Photoshop with experience of maintaining a website;</li> </ul>	
VI. LANGUAGES	
Required <i>(specify the required knowledge)</i>	Desirable
For this position, fluency in French and English is required (oral and written).	Working knowledge of Spanish is an advantage.
VII. COMPETENCIES <sup>1</sup>	
<p>The incumbent is expected to demonstrate the following values and competencies:</p> <p><b>Values</b> - all IOM staff members must abide by and demonstrate these three values:</p> <ul style="list-style-type: none"> <li>• <u>Inclusion and respect for diversity</u>: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.</li> <li>• <u>Integrity and transparency</u>: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.</li> <li>• <u>Professionalism</u>: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.</li> </ul> <p><b>Core Competencies</b> – behavioural indicators <i>level x</i></p> <ul style="list-style-type: none"> <li>• <u>Teamwork</u>: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.</li> <li>• <u>Delivering results</u>: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.</li> <li>• <u>Managing and sharing knowledge</u>: continuously seeks to learn, share knowledge and innovate.</li> </ul>	

<sup>1</sup> Competencies and respective levels should be drawn from the Competency Framework of the Organization.

