

Position Title : **Project Manager (Durable Solutions)**  
Duty Station : **Addis Ababa, Ethiopia**  
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 : **16 March 2023**

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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 is committed to a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at [www.iom.int/diversity](http://www.iom.int/diversity).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

Under the overall supervision of the Chief of Mission in Ethiopia in coordination with the Program Coordinator of the Emergency Post Crisis (EPC), and the direct supervision of the Durable Solutions Expert, the Project Manager (Durable Solutions), in coordination with relevant units and departments of the IOM Ethiopia Mission, will be accountable and responsible for managing, coordinating, supporting and ensuring the implementation of a The Korea International Cooperation Agency (KOICA)-funded project, "Community-led Solution for Inclusive Socio-Economic Resilience towards Sustainable Peace in Conflict-Affected Areas in Ethiopia".

They will ensure enhanced capacity of displacement-affected communities to identify and address their social cohesion and peacebuilding needs through gender-responsive

community-based planning purposes and reduce conflict-related risks. They will also ensure enhanced economic status of vulnerable members of the displacement-affected communities through facilitated opportunities for on-farm and off-farm interventions and increased access to finance. In so doing, the Project Manager (Durable Solutions) will be required to travel frequently to the field for managing, assessing performance, and ensuring monitoring and evaluation activities of the project as per the UN security requirements and work closely with Government officials at local, regional, and federal levels.

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

1. Manage, coordinate, and ensure the project's implementation in a timely manner, backstopping its financial, administrative, and technical aspects, in line with IOM's policies and procedures, as well as donor requirements.
2. Ensure project progress is monitored and assessed, increase effectiveness, and take appropriate action accordingly.
3. Manage and supervise the work of staff members assigned to the project and ensure that the different components are well synchronized and coordinated.
4. Establish and maintain strong partnerships with Government entities at the local, regional, and federal levels, implementing partners, UN agencies and other stakeholders including the communities in the project's target locations.
5. Prepare progress and other reports and ensure proper information exchange on all operational aspects of the project between IOM, the programme's donor (KOICA), and other stakeholders.
6. Assess and identify gaps in project activities and new project possibilities in the displacement-affected communities in line with the needs of the localities in coordination with local authorities and stakeholders.
7. Represent IOM at relevant workshops and meetings related to the project and other programmatic areas and actively participate in the regular briefing of the donor and the government, the Ministry of Peace, in particular.
8. In coordination with IOM Ethiopia Communications Department, ensure full and regular visibility of project activities as they relate to success stories, human stories, and impact of the project in the target communities.
9. Ensure best practices and lessons learnt are recorded and shared in a timely manner for future reference.
10. Undertake site visits and duty travel as required.
11. Perform such other duties as may be assigned.

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

#### **Education**

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

## Experience

- Experience in project management and development, including managing Return/Reintegration project with a government or UN agency, or a regional or international organization;
- Proven experience in establishing and maintaining strong working relations with relevant Government counterparts, international organizations, and private sector entities.

## Skills

- Excellent written and verbal communication and negotiation skills;
- Good knowledge of project management, monitoring and evaluation principles and practices;
- Familiarity with budget/financial administration; proven resource management skills.

## Languages

IOM's official languages are English, French, and Spanish.

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (Arabic, Chinese, French, Russian, or Spanish).

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

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

## Notes

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## **Required 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.
- **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.

## **Managerial Competencies** – behavioural indicators level 2

- **Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

### ***Other:***

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

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

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 16 March 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

### ***Posting period:***

From 03.03.2023 to 16.03.2023

**No Fees:**

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 77 Project Manager (Durable Solutions) (P3) Addis Ababa, Ethiopia (58002999)

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Posting Channel: Internal Candidates