



Vacancy Notice No : VN 2023/09
Position title : Protection Coordinator
Duty Station : Belgrade
Classification : General Service Staff
Type of Appointment : OYFT G6 (12 months with possibility of extension)
Estimated Start Date : September 2023
Closing Date : 31 August 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.

The International Organization for Migration (IOM) - the UN Migration Agency - is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM, together with the international community, assists the population of Serbia in rebuilding their lives and working for a better future. Today, with a focus on building the capacity of the government to manage migration, IOM is working with a wide range of governmental and non-governmental partners in a wide range of migration-related areas, including, amongst others, the protection of vulnerable migrants; border management; assisted voluntary return and reintegration; technical assistance on migration management.

General functions

Under the direct supervision of the National Program Officer and the overall supervision of the Chief of Mission a.i, the candidate will be responsible for the following tasks:

- In close coordination with the Program Officer, coordinate the implementation of Protection activities in a timely manner.
- Provide specialized assistance in the implementation of a holistic and systemic protection strategy for IOM in the mixed migration flow response, in line with the IASC guidelines, and IOM MHPSS approaches.
- Actively participate in existing inter-agency coordination mechanisms on protection and MHPSS issues and the migration response. Strengthen coordination and establish effective coordination tools and mechanisms if needed.
- Coordinate and liaise with other agencies and key actors, relevant sector ministries, and civil society actors for mainstreaming protection and MHPSS in the mixed migration flow response.
- Support the Program Support Unit in identifying program development opportunities in Serbia and support project proposals development, identification of new donors, and thematic areas of technical intervention.
- Monitor the protection and MHPSS staff, through regular coordination meetings and by conducting regular field visits and reports.

IOM Belgrade

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- Coordinate that adequate and relevant capacity building is provided to the protection and MHPSS staff and relevant actors where applicable.
- Contribute to establish comprehensive clear work plans for Protection staff, maintain timely reporting on IOM Protection and MHPSS activities, and verify that they are regularly shared with the relevant stakeholders.
- Participate in coordinated actions to effectively mainstream Protection and MHPSS in IOM planning and project implementations, participate in relevant sector meetings, working groups, mapping, planning, and reporting exercises; take the lead in such thematic exercises when necessary and in the interest of IOM.
- Support the integration of cross-cutting issues into protection and MHPSS programming, is to harmonized with other protection initiatives and programs e.g., Counter trafficking, GBV, and protection mainstreaming.
- Perform such other duties as may be assigned.

Desirable Qualifications and Experience:

- Degree in Psychology, Sociology, Social Work, Anthropology, or related field from an accredited academic institution with 4 (four) years of relevant professional experience.
- Professional accreditation with a recognized psychological association-society a distinct advantage.
- Experience in implementing and coordinating protection and psychosocial activities in a humanitarian setting
- Experience in working within the United Nations systems is an advantage.
- Knowledge and experience in facilitating training.
- Experience in clinical counselling psychology, or psychotherapy and counselling for social workers an asset.
- Familiarity with the region is an advantage.
- Proficient in MS Office applications.

Skills

- In-depth knowledge of the broad range of migration-related subject areas dealt with by the Organization.

Languages Required

Fluency in English and Serbian

How to apply:

Interested candidates to submit their applications as soon as possible by sending the IOM Personal History form in English language available on IOM Serbia [website](#) and a motivation letter, not more than one page, via email to iombegvacancy@iom.int quoting this respective Vacancy notice number (VN 2023/09) in the subject.

Only shortlisted candidates will be contacted.

Position is subject to availability of funding

Posting period: From 17.08.2023 to 31.08.2023

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements. 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.

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

Values - all IOM staff members must abide by and demonstrate these three values:

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.

Integrity and transparency: maintains high ethical standards and acts in a manner The incumbent is expected to demonstrate the following competencies:

Values - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and act in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates the ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.

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 action 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 potential.
- Empowering others & building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: work strategically to realize the Organization's goals and communicates a clear strategic direction.

Emergency and Crisis

- Works effectively in high-pressure, rapidly changing environments.
- Coordinates actions with emergency response actors and makes use of coordination structures.
- Supports adequate levels of information sharing between internal units, cluster partners, IOM, and other emergency response actors.
- Establishes and maintains effective relationships with implementing partners.
- Makes correct decisions rapidly based on available information.
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