



Vacancy Notice No : VN 2023/12  
Position title : National Protection Coordinator  
Duty Station : Belgrade  
Classification : General Service Staff  
Type of Appointment : SST Graded NOA (6 months with possibility of extension)  
Estimated Start Date : October 2023  
Closing Date : 30 September 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 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; diaspora; technical assistance on migration management; disaster risk reduction and recovery.

### **General functions**

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

- In close coordination with the Program Officer, coordinate the implementation of the Protection activities in a timely manner, including but not limited to psycho-social support (PSS), protection monitoring, individual protection assistance and legal protection activities.
- Plan, coordinate, and monitor the implementation of a holistic and systemic protection strategy for IOM in the mixed migration flow response, in line with the IASC guidelines and relevant standards, with a focus on linking emergency protection assistance with long-term sustainable solutions (e.g. family reunification and other relevant legal pathways).
- Support the strengthening and integration of AAP and other participatory mechanisms and structures (e.g. FGDs, community consultations, Helpdesks) in the field response, in close coordination with the Program Officer and field staff.
- Participate in existing inter-agency coordination mechanisms on protection and MHPSS issues.
- Strengthen coordination on protection in the mixed migration flow response with other agencies and key actors, relevant Line Ministries and other civil society actors, and establish effective coordination tools and mechanisms if needed.

- Support the Program Officer in mainstreaming protection and identifying protection-program development opportunities in Serbia and support in project proposals development, identification of new donors, and thematic areas of technical intervention.
- Manage, supervise and monitor the protection staff, including through regular coordination meetings and by conducting regular field visits.
- Provide adequate and relevant capacity building support to the protection staff in the field and other relevant actors where applicable, based on identified training needs.
- Establish comprehensive clear work plans for staff and ensure timely reporting on IOM Protection activities are regularly shared with the senior management and other relevant stakeholders.
- Participate in coordinated actions to effectively mainstream Protection 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.
- Ensure protection programming is integrated and harmonized with other protection cross-cutting issues, initiatives and programs e.g. Counter trafficking, PSEA and disability inclusion.
- Manage, supervise and monitor the Senior PSEA Associate and actively contribute to IOM's coordination, prevention of and response to sexual exploitation and abuse (PSEA) activities in the country
- 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 two (2) 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;
- Participation in IOM corporate program in Psychosocial Interventions in Emergency and displacement will be considered 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

Working knowledge of Arabic, Farsi, Kurdish, Pashto, Urdu, Dari, Punjabi or Turkish is advantage

#### ***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](mailto:iombegvacancy@iom.int) quoting this respective Vacancy notice number (SVN 2023/12) in the subject.

Only shortlisted candidates will be contacted.

## **Position is subject to availability of funding**

**Posting period:** From 15.09.2023 to 30.09.2023

*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 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** – behavioral 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**– behavioral 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: works 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.