

Vacancy Notice No : CVN 2024/14
Position title : Improving protection of migrants at local level
Duty Station : Belgrade
Classification : Consultant
Type of Appointment : Category B consultancy
Estimated Start Date : 01 December 2024
Closing Date : 14 November 2024

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.

General functions: In line with the Joint Strategic Planning document, this Action aims to support further strengthening and sustainability of protection response to mixed migration in the areas of reception, education, and social protection, through a coordinated and more effective migration management approach and inter-sectoral coordination. The Action is designed to ensure smooth transition of interventions to institutions to enable them to deliver services independently. The overall objective of the Action is to support the Government of the Republic of Serbia in addressing the needs of migrants and refugees in reception, education, and social protection, by contributing to further development of sustainable inter-institutional migration management, building on the lessons learned and best practices obtained in previous years.

The overall objective of the Action is to support the Government of the Republic of Serbia in addressing the needs of migrants and refugees in reception, education, and social protection, by contributing to further development of sustainable inter-institutional migration management, building on the lessons learned and best practices obtained in previous years. While building on the findings and incorporating the lessons learned, the project aims to address remaining gaps and may lead towards the institutional sustainability, by strengthening institutions to possible take ownership of intervention in their own sector.

To continue with further strengthening the delivery of essential protection services, including social protection, information and educational services by various institutions, this Action will support sustainability-oriented, institutional delivery of social protection and educational services, their quality, efficiency, and standardization as foreseen under the national legislative framework and EU/international standards. The Action will also support further capacity building of service providers to increase knowledge, skills, and competencies in priority areas.

In terms of accommodation conditions in SCRM-led reception/transit/asylum centres, the Action will be focused on maintaining previous investments made along with further improvements of reception conditions and availability of services and relevant information provision

Under the direct supervision of the Project Manager and under overall supervision of the Chief of Mission, the incumbent will be responsible for the following tasks:

First Deliverable

- Preparation of a training plan (agenda/methodology/materials – including short presentation for participants).
- Implementation of 4 live workshops/meetings with representatives of local self-government (LSG) and other relevant actors in 4 selected municipalities (Subotica, Loznica, Užice, Sjenica) on: protection system of migrants in Serbia – local and national level, legal framework, examples of best practice, sensibilization of participants for the topic, coordination mechanisms of local actors.
- Preparation of content/work material and relevant literature for participants.
- Plan and lead the discussion on project results, protection system of refugees and migrants in the Republic of Serbia, mapping of roles of all relevant actors at local and national level, coordination mechanism etc.

Second Deliverable

- Preparation of a plan for info sessions (agenda/methodology/materials – including presentation for participants).
- Implementation of 4 info sessions with professionals from local centres for social work, NGOs and other actors in 4 selected municipalities (Subotica, Loznica, Užice, Sjenica) on legal framework for protection of migrants and migration management and protection in practice (case studies, examples of best practice, exercises) as well as project results. Particular focus will be given to protection mechanism at local level (gap and well-developed practices, coordination mechanism).
- Preparation of content, work material and relevant literature for participants.
- Design of workshops and its organizational forms. Designing tasks for participants.

Final Deliverable

- In cooperation with the Ministry of Labour, Employment, Veteran and Social Affairs Consultant will assist in preparation of the agenda and creation of content for final conference.
- Assistance in organisation of the event and participation in the conference.
- Final report on the conference, result of the implemented activities and recommendations for further improvement of protection response at local level.
- Performs any other duties that may be assigned by the Chief of Mission.

Performance indicators for the evaluation of results:

- Attendance sheet in English.
- Preparation of final report on implementation of 4 workshops/meetings with LSG with recommendations for further improvement of capacities of LSG for protection of migrants.
- Preparation of final report on implementation of 4 info sessions.

- Report on final conference with recommendations for further strengthening of local actors for protection of migrants.

Desirable Qualifications and Experience:

- University Degree in Social Sciences (preferably social work or psychology);

Skills

- Working experience in social protection for at least 10 years;
- Working experience in protection of refugees, migrants and other vulnerable groups including unaccompanied and separated children for at least 8 years.
- Knowledge of international standards in protection of human rights, rights of the child and migration management.
- Excellent knowledge of social protection system and relevant legal framework in the Republic of Serbia
- Experience in creating educational programs and materials for professionals in the field of social protection and protection of children.
- Certificates for development of trainings or monitoring will be considered an asset.
- Excellent reporting skills and ability to cooperate with divergent actors (government institutions, NGOs, international organizations).

Languages Required

- Serbian language skills (native speaker level).
- Knowledge of English

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

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 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.

Core Competencies – behavioral indicators

- **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.

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 (CVN 2024/14) in the subject.

Only shortlisted candidates will be contacted.

Position is subject to availability of funding

Posting period: From 06 November 2024 to 14 November 2024

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.