

Position Title : **Senior Protection Coordinator**  
Duty Station : **Port Sudan, Sudan**  
Classification : **Professional Staff, Grade P4**  
Type of Appointment : **Special short-term graded, six months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **18 April 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.*

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. External female candidates:
3. Candidate from the following non-represented member states:  
*Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Sao Tome and Principe; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states of IOM and female candidates.

### **Context:**

Under the overall supervision of the Chief of Mission (CoM) and the direct supervision of the Deputy Chief of Mission (DCOM), the Senior Protection Coordinator will be responsible for the development, successful implementation, and overall management of the portfolio of Protection programmes and projects of IOM in Sudan.

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

1. In coordination with senior management and programme managers, develop a mission wide protection strategy to ensure the centrality of protection in IOM Sudan programming.

2. Provide senior management with authoritative recommendations and advice on protection, based among other things on a regular protection analysis, to guide IOM decision making.
3. Ensure that programming across the mission has integrated protection mainstreaming as well as protection outcomes in their interventions, in coordination with mission senior management.
4. Design and ensure the execution of the overall Protection programme strategy for IOM in the country, including the preparation and submission of project proposals and budgets.
5. Develop and manage the overall implementation of the Protection programme to advance and expand the programme portfolio and to guarantee that scope, budget, staffing, time and quality are in accordance to the different projects specifications, donor requirements and IOM rules and regulations.
6. Establish, strengthen, and maintain active liaison with the Protection Cluster / relevant working groups, other relevant partners, government authorities / entities and any other relevant stakeholder to promote and ensure that IOM Protection activities are integrated and coordinated to avoid duplication, violation of national regulations or contravention of operational agreements set by the humanitarian community at the country level.
7. Ensure an appropriate and timely resource mobilization for the successful implementation of the different projects in the Protection Programme. Exercise strategic, technical, operational, administrative and financial management responsibility for Protection projects and at mission level on the centrality of protection, as well as on protection mainstreaming.
8. Proactively identify programme development opportunities, new funding sources, new thematic areas of technical intervention and strategic partnerships that would promote the expansion of the IOM Protection portfolio at the country and regional level. Liaise effectively with donors at local and regional level and secure adequate funding to sustain the Protection programme.
9. Manage and monitor technically and administratively the whole of the Protection team. Ensure that adequate and relevant capacity building are provided to the members of the team.
10. Ensure that the Protection programme is driven by a sound Protection Information Management (PIM), including Monitoring, Evaluation and Learning framework that leads to continuous improvement and fine-tuning of systems and processes.
11. Perform such other duties as may be assigned.

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

### **Education**

- Master's degree in Humanitarian Action, Political Science, International Law, Development Studies, or a related field from an accredited academic institution with seven years of relevant professional experience; or
- University degree in the above fields with nine years of relevant professional experience.

### **Experience**

- Demonstrated experience and expertise in implementing varied protection programs (protection, Gender-Based Violence (GBV), Child Protection, Housing, Land and Property (HLP), Protection of Civilians (POC), Community-based Protection, protection advocacy, etc) in different crisis or conflict contexts.
- Demonstrated experience in protection coordination and Inter-Agency Standing Committee (IASC) platforms.
- Demonstrated experience in managing Protection programmes, at a managerial professional level in emergency and conflict environment.
- Experience in managing and mentoring staff.
- Experience in liaison and working with partners and government counterpart.
- Experience in liaison with donors and in fundraising is an advantage.
- Delivers on set objectives in hardship situations.
- Effectively coordinates actions with implementing partners.
- Works effectively with Donors, local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives.

- Protection technical and managerial experience to guide and lead the Protection project teams.

## Skills

- In depth knowledge of various Protection specialized fields and activities and their respective standards (e.g. Protection, GBV, POC, HLP, child protection, protection advocacy, community-based protection, and others).
- In depth knowledge and understanding of IASC, humanitarian ecosystem, and UN systems.
- Excellent analytical, drafting and negotiations skills.
- Knowledge of United Nations and bilateral donor programming and cycles.
- Knowledge of project development cycle.
- Excellent Monitoring and Evaluation Skills; Managerial Skills; Organizational Skills. Accuracy; Ability to work with minimal supervision.
- Demonstrated analytical and negotiation skills.

## Languages

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English is required (oral and written). Working knowledge of another official UN language (Arabic, Chinese, French, Russian, and Spanish) is an advantage.

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** – behavioral indicators level 3

- **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 3

- **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 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 background verification 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 18 April 2024 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 05.04.2024 to 18.04.2024

***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: SVN 2024 99 Senior Protection Coordinator (P4) Port Sudan, Sudan (58771157) Released

Posting: Posting NC58771158 (58771158) Released