



Position Title : **Senior Programme Assistant (HRT)**
Duty Station : **EL Gedaref, Sudan**
Classification : **G6**
Type of Appointment : **6 months with the possibility of extension.**
Estimated Start Date : **As soon as possible**
Closing Date : **October 11, 2023**
Reference Code : **SVN 21 2023**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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 environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

IOM's Humanitarian Response and Transition programme (HRT) in Sudan oversees IOM's efforts to support local communities in preventing, mitigating the impacts of, and seeking solutions to the mobility dimensions of crisis, including displacement and large-scale mixed migration flows. The HRT programme in Gedaref covers a variety of sectors including livelihoods, WASH & BI, Health, and ES/NFI funded by donors including USAID BHA and the European Union.

The HRT programme is expanding its peacebuilding portfolio with a new initiative for the East funded by the UN Peacebuilding Fund (PBF). The project is focused on addressing the intersecting effects of climate change, environmental degradation, social cohesion and displacement, which are increasingly influencing conflict dynamics and risks in the region. Sudan is considered highly vulnerable to the effects of climate change and continues to suffer protracted and new displacements due to recurring disasters caused by natural and manmade hazards. Enduring conflict and environmental degradation often interplay in the context of Sudan, with access to natural resources sparking disputes which lead to violence and displacement. In turn, conflict and displacement leave those affected less able to implement climate change adaptation and mitigation measures in the long-term, further compounding risks.

This position will work closely on DRR, livelihoods, and multisectoral community stabilisation interventions. The successful candidate must demonstrate strong community engagement skills and professional experience working in emergency response with an understanding of the multisectoral approach to post-crisis community stabilisation – integrating WASH, Health, Livelihoods and DRR to address multiple drivers of conflict and multifaceted needs. The candidate must be proactive, collaborative, and with a solutions-oriented mindset. Working under the overall technical supervision of the Project Manager based in Khartoum, and the direct supervision of the Field Coordinator for Eastern Sudan and Blue Nile, the successful candidate will be accountable and responsible for assisting with the delivery of the below activities.

Core Functions / Responsibilities:

1. Considering at all times the overarching project documents and theories of change, contribute to planning and preparation of activities; support the necessary logistical and administrative steps; support the evaluation of the technical competence of implementing partners and/or contractors; monitoring and evaluation of interventions; and reporting to supervisors on progress regularly.
2. Support on the identification of sites within the state or locality as indicated in the project document,
3. Assist in producing technical documents (scope of work, vulnerability criteria, distribution list, etc.) according to identified needs, standards, and available resources.
4. Support the PM to collaborate with procurement & logistics and finance colleagues to ensure that project activities remain on track, providing regular updates to supervisors.
5. Undertake regular visits to the areas of operation and record relevant data for further analysis. Regularly update the project manager on progress, constraints and requirements for project completion.
6. Coordinate and supervise community participation.
7. Participate in relevant coordination and planning meetings at state or locality level, and on interagency assessments or visits as relate to FSL, DRR, peacebuilding, and other relevant areas.
8. Monitor that activities are implemented according to technical guidelines: assist to measure and mitigate risks and follow-up that these mitigation measures are respected by all stakeholders including implementing partners, hourly staff, and contractors.
9. Monitor implementing partners and engage with stakeholders to ensure the best use of available resources and provision of quality interventions that integrate the core principles of disaster risk reduction, environmental protection, gender, Accountability to Affected Populations (AAP) and conflict sensitivity across programming.
10. Other tasks as assigned and agreed with the supervisor.

Required Qualifications and Experience

Education

- University degree in Development or Humanitarian studies, Political Science, Engineering, Architecture, Public Health or a related field from an accredited academic institution with four years' professional experience; or
- High school degree/certificate with six years' professional experience.

Experience

- Previous experience working on an emergency response and in a post-crisis context.
- Proven previous experience in humanitarian and development settings, carrying out activities including needs assessments, baseline surveys, and risk assessments; community mobilization and accurate targeting; and integration of protection and PSEA in interventions.
- Experience of planning and managing interventions or projects.
- Experience in delivering training and capacity building.
- Experience of working in a multicultural team.

Skills

- Proven knowledge of multisectoral responses to crises, including water, sanitation, and hygiene, public health, DRR, livelihoods, and their integration in early recovery and stabilization projects.
- Solid monitoring and evaluation, planning and organizational skills.
- Understanding of rapid needs assessments, KAP surveys, baseline surveys, and risk assessments.
- Good and proven written and spoken English are required, with good analytical and writing/editing skills.
- Proactivity, flexibility, autonomy, pragmatism, with a solutions-oriented mindset.
- Capacity to work under pressure, consult colleagues to solve problems collectively, and decide quickly on contingency actions.
- Good communication and diplomacy skills.

Languages

- fluency in English and Arabic is required (oral and written).
- Working knowledge of Tigrinya is desirable.

Required Competencies

Values – all IOM staff members must abide by and demonstrate these 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.
- **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 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 of 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.

Other:

- Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.
- IOM has zero tolerance with discrimination and does not discriminate to HIV/AIDS status.
- This position is open to **ONLY** Sudanese nationals.
- **Vacancy close at 23:59 local time Khartoum, Sudan on the respective closing date. No late applications will be accepted.**



How to apply:

Interested candidates are invited to submit their Resume via email: sudancareer@iom.int, by October 11, 2023, at the latest, referring to this advertisement.

Only shortlisted candidates will be contacted.

Posting period:

[From 05.10.2023 to 11.10.2023](#)

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.