



# VACANCY NOTICE

## Open to internal and external candidates

Position Title	: National Project Officer
Duty station	: Libreville, Gabon
Classification	: National Officer, Grade NO-B
Type of appointment	: Special Short Term, 9 months with possibility of extension
Estimated Start Date	: As soon as possible
Closing date	: 13-déc.-21

ROWCA-HR-21-264-SVN

*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. Applications are welcome from internal and external candidates, particularly qualified female candidates. For this vacancy, applications from qualified and eligible internal candidates are considered before those of qualified and eligible external candidates in the selection process.**

## Context:

Adopted in 2015 by African Union (AU) Member States, the AU/ILO/IOM/UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP) is a long-term joint undertaking among the four organizations in coordination with other relevant partners operating in Africa, including development cooperation actors, private sector organizations and civil society representatives. The objective of the JLMP is to contribute to strengthening effective governance, and regulation of labour migration and mobility, for enhanced sustainable development, inclusive economic growth and regional integration of the African Continent. It is the programme dedicated to the implementation of the 5th Key Priority Area of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development, which was adopted by the Assembly of Heads of States and Governments (AU/Assembly/AU/20(XXIV)/Annex 3, January 2015) in Addis Ababa, Ethiopia, as well as labour mobility components of the Migration Policy Framework (MPFA) and Plan of Action for Africa (2018-2030).

The JLMP objective is implemented through several interventions led by the AU, including: the JLMP Priority (2018-2021) and the JLMP Action (2021-2024) projects. In 2020, after five years of the implementation of the JLMP, the AU, in collaboration with JLMP Implementing Partners (ILO and IOM), adopted the JLMP Strategic Framework and Monitoring and Evaluation Plan (2020-2030). The JLMP Strategic Framework provides a 10-year-strategic vision while consolidating results of the implementation of the first five-years' period of the JLMP. Its implementation strategy continues to focus on intra-African labour migration management, while addressing emerging issues related to African migrant workers to other regions to ultimately support African migrant workers and their families to live satisfied and dignified lives and contribute to Africa's development.

The sustainability of JLMP interventions hinges on close collaboration among the AU, ILO, IOM and ECA, in cooperation with Regional Economic Communities (RECs), AU Member States and relevant stakeholders, to support activities at national level aiming to enhance the adoption and implementation of gender responsive legal instruments and promote binding commitments to ongoing actions. The AUC hosts the JLMP Programme Support Unit (PSU) within the Department of Health, Humanitarian Affairs and Social Development (HHS). The PSU is the JLMP's Secretariat to support programmatic and technical coordination and coherence, and quality assurance of the JLMP, under the leadership of the JLMP Program Coordinator.

Under the guidance and technical supervision of Sr. Regional LM/Migration Dev Specialist (ROWCA), the direct supervision of the Programme Coordinator (JLMP); with the administrative supervision of the IOM Special Liaison Office in Ethiopia Chief of Mission, in daily supervisory relations with the Department for the Promotion of Gender, Human and Social Development at the Commission of Economic Community of Central African States (ECCAS), and in close cooperation with the JLMP Program Technical Committee and Programme Steering Committee, the incumbent will be responsible for assisting with the coordination and implementation of the Programme by executing the undermentioned responsibilities.

## Core Functions / Responsibilities:

1. Act as the JLMP Action Project focal point and coordinate, under the Direct supervision of the Programme Coordinator (JLMP) and relevant Department at the Commission of the Economic Community of Central African States (ECCAS), the Project interventions in Cameroun.
2. Support the ECCAS Commission in facilitating the timely implementation of the JLMP Action Project in the ECCAS region in accordance with the planned activities in the workplan.
3. In close collaboration with RO Dakar and the JLMP team in SLO Addis, support the ECCAS Commission in analysing and formulating appropriate policy responses in the area of labour mobility and related sectors.
4. In close coordination with the Sr. Regional LM/Migration Dev Specialist in RO Dakar, Liaise with IOM missions in ECCAS member states to leverage on the expertise at the country level and facilitate the analytical work that could inform regional interventions through the JLMP action.
5. Under the supervision of ECCAS, participate in and organize experts' meetings and relevant consultative forums and work to increase awareness about the benefits of well-managed labour mobility as well as the JLMP initiative within the ECCAS Commission.
6. Identify and propose to the ECCAS leadership new areas of possible entry point for the JLMP as well as IOM's broader programming areas within the ECCAS Commission.
7. Support the ECCAS Commission in facilitating the organisation of national and regional consultative forums for preparation of policy documents and facilitate input to research documents
8. Provide substantive support to advance the labour migration portfolio within ECCAS and affiliated entities, through capacity building, partnership building, communication, report writing and resource mobilization.
9. Support the ECCAS Commission in strengthening linkages and coordination of the JLMP Programme with other related thematic areas, units and specialized institutions within the ECCAS and its development partners.
10. Enhance coordination between ECCAS, AUC, the AUC Project Support Unit (PSU) and the JLMP Implementing Partners, including relevant IOM Offices.
11. Act as the ECCAS M&E focal person for the JLMP Action monitoring Programme implementation as stipulated in the M&E framework; and
12. Perform such other duties as may be assigned by the ECCAS Commission.

## Required Qualifications and Experience:

### Education:

- Master's degree in Development Economics, Political Science, Business Administration, Project Management, Public Administration/Management or a related field from an accredited academic institution with two years of relevant professional experience; or
- University degree in the above fields with four years of relevant professional experience.

### Experience

- Working experience on Labour migration aspects, Labor migration policy and legal frameworks;
- Proven knowledge and experience on project management, implementation, monitoring, evaluation and reporting;
- Experience in budget formulation, financial and financial management and administration;
- Experience in developing and maintaining partnerships with government counterparts, UN agencies, donors, and NGO partners; and
- Familiarity with the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration (better known as the Joint Labour Migration Programme or JLMP) in Africa as an asset ;
- Experience in providing technical advice in the area of labour, employment and labour migration, labour market information systems, as well as on AU Policy Organs relevant for the project implementation, policy oversight and monitoring (Specialized Technical Committee on Social Development, Labour and Employment, Executive Council, Assembly of Heads of States and Government, Pan African parliament, etc.);
- Experience in working with the Africa's Regional Economic Communities (RECs), IOM, ECA, ILO and EU on the fields of labour, employment, social protection, labour migration and labour market information systems;
- Working experience and collaboration with continental and regional social partners' organizations (Business Africa, OATUU and ITUC Africa); M&E, follow-up on employment, labour and social protection policy frameworks, including MS, RECs and international partners;
- Ability to work in a multicultural environment.

### Languages

- Fluency in English and French is required.

### Required 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 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 – 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.

### Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

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

Women with the above qualifications are encouraged to apply.

### How to apply:

Interested internal and external candidates are invited to submit their applications via email to [recrutementdkr@iom.int](mailto:recrutementdkr@iom.int) indicating position applied on the subject line: « **ROWCA-HR-21-264-SVN National Project Officer** ».

For the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for the application as well as a detailed resume/CV, function email address and mobile number.

Only shortlisted candidates will be contacted.

### Posting Period:

From 6-déc.-21 to 13-Dec-21