



International Organization for Migration (IOM)
The UN Migration Agency

Position Title : **Project Manager**
Duty Station : **Accra, Ghana**
Classification : **Professional Staff, Grade P3**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **05 March 2019**

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 environment. Applications from qualified female candidates are especially encouraged. For the purpose of the vacancy, the following candidates are considered as first-tier candidates:

1. *Internal candidates*
2. *Qualified applicants from the following NMS countries:
Antigua and Barbuda, Bahamas, Cook Islands, Cuba, Cabo Verde, Djibouti, Fiji, Micronesia (Federated States of), Gabon, Grenada, Guyana, Iceland, Kiribati, Comoros, Saint Kitts and Nevis, Lao People's Democratic Republic, Saint Lucia, Lesotho, Libya, Montenegro, Marshall Islands, Mauritania, Namibia, Nauru, Papua New Guinea, Palau, Paraguay, Solomon Islands, Seychelles, Suriname, Sao Tome and Principe, Eswatini, Timor-Leste, Tonga, Tuvalu, Holy See, Saint Vincent and the Grenadines, Vanuatu, Samoa*

Context:

Irregular migration along the Central Mediterranean route is increasingly dangerous for migrants. Crossing the Mediterranean to Italy is by far the deadliest route, with 1 death recorded for 35 arrivals (IOM, 2016). In addition, over 70% of the migrants interviewed by IOM on their arrival in Italy report that they were victims of trafficking or other exploitative practices during their migratory journey along the routes of the Central Mediterranean.

To meet these challenges, the European Union (EU) and the International Organization for Migration (IOM) have developed the Joint Initiative for Migrant Protection and Reintegration in Africa (hereinafter "Joint Initiative"). Implemented in 14 countries (Burkina Faso, Cameroon, Chad, Côte d'Ivoire, Ghana, Guinea, Guinea Bissau, Libya, Mali, Mauritania, Niger, Nigeria, Senegal and The Gambia) through 14 specific actions, it aims to protect the security, dignity and rights of migrants along this important and dangerous migration route and to help improving the reintegration of returnees through an innovative approach. This will be achieved through different types of interventions including protection and assistance to vulnerable and stranded migrants, assistance for voluntary return, and support for sustainable reintegration in the communities of origin, the dissemination of accurate information on migration to migrants, potential migrants and communities, and the collection of data on migration flows. The Initiative aims at strengthening the technical and material capacities of the authorities and organizations involved in these areas so that they can ultimately take over policies and programmes related to the protection and reintegration of migrants in the region, with a view to improving the

governance of migration in the region.

Under the direct supervision of the Chief of Mission, and in close coordination with the EUTF Regional Coordination Unit and the relevant thematic specialists in the Regional Office for West and Central Africa, the successful candidate will be responsible for the overall management, oversight and coordination of the EU-funded project for Protection and Reintegration of returning migrants to Ghana.

Core Functions / Responsibilities:

1. Manage the project's implementation in a timely manner, overseeing its financial, administrative and technical aspects, in line with IOM's policies and procedures, as well as donor requirements.
2. Ensure proper coordination in the Region with other projects funded within the framework of the European Union Trust Fund in terms of reintegration approach, monitoring and evaluation, reporting, data collection and information elaboration.
3. Monitor project progress, specifically aimed at increasing effectiveness and recommending appropriate action.
4. Supervise all staff assigned to the project, as well as consultants recruited to support and/or undertake specific activities.
5. Establish and maintain strong partnerships with Government entities and with the European Delegation, other implementing partners, UN agencies and other stakeholders in the project's target countries.
6. Prepare progress and other reports and ensure proper information exchange on all operational aspects of the project between IOM, the EU and other stakeholders.
7. Act as IOM national focal point for return/repatriation and reintegration and manage associated projects, upon request.
8. Identify new project possibilities in the country on AVRR, in relation to expressed governmental needs, donors' priorities and in line with IOM's mandate and strategy.
9. Represent IOM at relevant seminars and meetings, as well as other events aimed at promoting IOM's image and activities.
10. Undertake site visits and duty travel as required.
11. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Political or Social Sciences, Law, International Relations or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

Experience

- Experience in project management, including managing Migrant Assistance and

Return/Reintegration projects with a Government or UN agency, or a regional or international organization;

- Experience implementing similar projects in the Middle East and/or North Africa, and/or reintegration projects in Sub-Saharan countries is preferred;
- Proven ability to establish and maintain strong working relations with relevant Government counterparts, international organizations and private sector entities.

Languages

Fluency in English is required. Working knowledge of French is an advantage.

Desirable 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 – 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:** works strategically to realize the Organization's goals and communicates a clear strategic direction.

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.

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 security clearances.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 05 March 2019 at the latest, referring to this advertisement.

For further information, please refer to:

<http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/how-to-apply.html>

In order for an application to be considered valid, IOM only accepts online profiles duly completed.

Only shortlisted candidates will be contacted. You can track the progress of your application on your personal application page in the IOM e-recruitment system.

Posting period:

From 20.02.2019 to 05.03.2019

Requisition: VN 2019/49 (P) - Project Manager (P3) - Accra, Ghana (55843000) Released

Posting: Posting NC55843003 (55843003) Released