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.

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. Candidates from the following non-represented member states:
   - Antigua and Barbuda; Cabo Verde; Comoros; Cook Islands; Cuba; Djibouti; El Salvador; Fiji; Gabon; Grenada; Guinea-Bissau; Guyana; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Latvia; Libya; Marshall Islands; Micronesia (Federated States of); Montenegro; Namibia; Nauru; Palau; Papua New Guinea; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

**Context:**

This position will be under the Global Programme on Making Migration Work for Development (Phase III) funded by the Swiss Agency for Development and Cooperation and jointly implemented by IOM and United Nations Development Programme (UNDP). The programme will have a global focus with direct country level implementation in Ecuador, Morocco, Nepal, Serbia, Senegal and Tunisia and association with Bangladesh, Jamaica, Kyrgyzstan, Moldova and the Philippines. The Programme will be led by a Programme Management Unit where the successful candidate will be located.

This third phase of the programme will build on the achievements of the previous two Phases of the Joint Global Programme on Mainstreaming Migration into Development Strategies that have been implemented by IOM in partnership with UNDP since 2011, as well as the results of the
UN Joint Migration and Development Initiative (JMDI). Together, the two initiatives have contributed to the development or amendment of 179 migration sensitive laws, policies, strategies and action plans to guide governments’ efforts to better manage migration for development; helped enhance knowledge and cooperation of more than 5,000 officials and partners in 13 target countries.

The Programme aims to further solidify results and achievements reached to date and help translate policy-oriented and process driven actions into concrete results on the ground. Specifically, migrants and communities will be able to exert positive development impact from migration through more coherent and results oriented policies and implementation mechanisms and stronger involvement of local authorities, private sector and diaspora and global advocacy. To achieve this, the programme will continue to support governments in the 6 target countries to apply a ‘whole-of-government’ approach to migration governance with a new focus on four main sectoral areas: (i) health; (ii) economic inclusion and employment; (iii) education and; (iv) social security and human rights, which will have a direct impact on enhancing the well-being of migrants, their families and their communities in the target localities. In order to ensure successful implementation at the local level, governments at local and national level will be supported to set up vertical coordination mechanisms.

Moreover, the programme will ensure the strategic inclusion of diaspora and migrants associations as well as the private sector in the development and implementation of the action plans for enhanced effectiveness and development impact. The implementation will be monitored and reported on against a robust results-monitoring framework that will be aligned with the 2030 Agenda for Sustainable Development as well as the Global Compact for Migration.

The third phase will therefore also allow for a full analysis and understanding of the entire mainstreaming process from setting out to monitoring and reporting on the results after implementation and aligned with and supportive of the roll out of IOM’s Migration and Sustainable Development Strategy. Finally, the results and lessons learnt from this phase will continue to be fed into relevant global dialogues and the UN Network for Migration for enhanced global understanding of how to effectively ensure policy coherence in migration governance for development.

Under the overall supervision of the Head of Division and the direct supervision of the Senior Migration and Development Specialist/ Programme Manager, the successful candidate will work in close coordination with the Programme Officer in order to link the Results Monitoring Framework with that of capturing and disseminating lessons learned. In particular, s/he will help develop and implement the programme’s knowledge management, communication and capacity building strategies and support outreach and advocacy work to consolidate a globally recognized approach towards migration mainstreaming and policy coherence at all levels of governance.

This position is critical to enable the proper assessment of the development impact of migration mainstreaming processes in participating countries. The overall Results Monitoring Frameworks will be connected with the achievements of the migration related elements of the 2030 Sustainable Development Agenda, helping to connect migration mainstreaming processes as a core element to connect migration and sustainable development.

**Core Functions / Responsibilities:**

1. Set up a monitoring and evaluation framework for Programme activities at global and country level.

   • In close cooperation with the Programme Manager, Programme Officer and UNDP New York, contribute to the conceptualization of a global strategy for the set-up of Results Monitoring Frameworks for Programme activities at country and global levels that is in line with and allow
for reporting with the Programme objectives and log frame. The framework will be based on the theory of change and integrate a results-based management approach that focuses on linking Programme outputs with transformational changes and reporting on the migration related elements of Agenda 2030;

- In close partnership with Focal Points and partners at the outset of project activities in each country, establish a tailored M&E framework for each target country that includes baselines, milestones and targets;
- In close cooperation with the Programme Manager and Programme Officer, ensure quality and timely narrative reporting to donors connected with the M&E framework established;
- Liaise with and support any external evaluation requirements from the donor.

2. Support the roll out of the monitoring and evaluation framework for programme activities.

- Provide continuous technical assistance to project partners and Focal Points for the implementation of the framework;
- Backstopping in reporting to ensure quality and timely reporting at country level;
- Support the planning of country missions together with UNDP and connect outcomes of these missions with the overall Results Monitoring Framework and knowledge management frameworks of the Programme;
- Carry out regular monitoring missions to ensure Programme activities are on track and duly reported.

3. Support the programme officer to link the Results Monitoring process with that of capturing and disseminating lessons learned.

- In close cooperation with the Programme Manager and Programme Officer, ensure Results Monitoring reporting templates are aligned with and able to feed into knowledge management efforts to capture lessons learnt and good practices;
- Support the Programme Officer extract good practices and lessons learnt from monitoring reports.

4. Work with UNDP NY to ensure country activities and results are report against Sustainable Development Goals (SDGs).

- Work closely with UNDP counterparts and project partners to ensure results monitoring framework is aligned with national tracking systems for the Sustainable Development Goals;
- Provide any necessary technical support in the area of results monitoring for the roll out of the training for United Nations Country Teams (UNCTs) on mainstreaming migration into United Nations Sustainable Development Cooperation Framework (UNSDCFs);
- Provide technical assistance to project partners where needed in their efforts to mainstream migration into UNSDCF for the establishment of M&D related indicators and reporting;
- Provide technical assistance to government partners and UNCTs to report on efforts led by the programme mainstream migration into other UN Agency work in the target countries.

5. Perform other such duties that may be assigned.

**Required Qualifications and Experience:**

**Education**

- Master’s degree in Business Administration, Public Administration, Finance, Economics 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

• Minimum five years of post-qualification work experience with strategic planning approaches, M&E methods and approaches, planning and implementation of M&E systems and Results Monitoring Frameworks, information/data analysis and report writing;
• International experience as well as experience with an international development organisation or a reputable non-governmental organisation would be a distinct advantage;
• Previous work experience with migration and development issues a strong advantage.

Skills

• Computer literacy in Microsoft Office (word, excel, outlook) and web-based applications.

Languages

IOM’s official languages are English, French and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of French and/or Spanish is an advantage.

1 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 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: works strategically to realize the Organization’s goals and communicates a clear strategic direction.

IOM’s competency framework can be found at this link.
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 endorsed by the Appointments and Postings Board 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 security clearances.

**How to apply:**

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 20 December 2019 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

**Posting period:**

From 07.12.2019 to 20.12.2019

**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: VN 2019/329 (P) - Monitoring and Evaluation Officer (P3) - Geneva, Switzerland (56265952) Released
Posting: Posting NC56265953 (56265953) Released