



IOM International Organization for Migration
OIM Organisation internationale pour les migrations
OIM Organización Internacional para las Migraciones

TERMS OF REFERENCE

JUNIOR PROFESSIONAL OFFICER PROGRAM (JPO) CHIFFRE NR. 2026-2-44

I. POSITION INFORMATION

Position Title: JPO, Migration and Livelihoods officer

Organization: IOM - International Organization for Migration

Sector/ Organizational Unit: Livelihoods, Protection and Migration Management technical Team

Duty Station: Erbil, Iraq

Duration: 2 years with possibility of extension for another year. The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance.

Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

II. ORGANIZATIONAL CONTEXT AND SCOPE

IOM Iraq is a leading actor in post-conflict recovery, facilitating regular pathways for returning migrants and economic reintegration. More than seven years after the territorial defeat of ISIL, protracted displacement and uneven recovery continue to constrain decent work opportunities in communities of return. In line with IOM's mandate to facilitate regular pathways for migration, IOM strives to ensure better employment opportunities, the improvement of returnees' skillset and capacity, and access to entrepreneurship and small business development opportunities for Iraqi returned migrants to ensure their sustainable reintegration.

The incumbent will work closely with the Livelihoods, Protection and Migration Management technical teams and provide guidance and technical advice on the provision of livelihoods support to migrants and embed this job creation support into the reintegration support of migrants.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

1. Provide technical leadership on livelihoods and job-creation pathways for returned migrants, including the design, contextualization, and operations of the livelihoods support.
2. Coordinate closely with IOM's Livelihoods, Protection and Migration Management Divisions, to ensure alignment with national policies and embed job creation support as a central component of reintegration support provided by IOM to returning migrants.
3. Develop market-aligned pipelines from skills training to employment (e.g., on-the-job training, job matching and job placement), using recent labour market assessments and employer outreach to prioritise growth sectors in areas of return.
4. Strengthen private-sector partnerships and contribute to SME support mechanisms (including EDF) that incentivise hiring of returnees and other vulnerable groups, with attention to women's economic empowerment.
5. Contribute to technical tools, SOPs, and guidance for field operations on job-creation for returning migrants, with a focus on job referrals and job placement.
6. Lead and contribute to market assessments, programme learning, and results measurement.
7. Other duties, as assigned.

IV. Required Qualifications and Experience

Education

- **Master's Degree** in Political or Social Sciences, Social Work, Economics, Development Studies, Law, or a related field from an accredited academic institution with two years of relevant professional experience.

Experience

- Experience in the design and/or implementation of livelihood interventions, community stabilization, peace-building, and/or social cohesion in conflict and/or post-conflict settings;
- Experience in regular pathways and reintegration programming;
- Experience in liaising and building effective partnerships with donors, government authorities, and/or other national/international institutions, such as research institutions and local and international NGOs; and,
- Experience working in conflict and post conflict settings.

SKILLS

- Familiarity with the Iraqi context or similar contexts is an advantage;
- Familiarity with programmatic issues in migration and returnees; and,
- Familiarity with programmatic issues surrounding relief to recovery transition, including good understanding of early recovery principles.

LANGUAGES

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

Required

For this position, fluency in English is required (oral and written).

Desirable

Working knowledge of Arabic and/or Kurdish.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro
Führungskräfte zu Internationalen Organisationen (BFIO) unter
Angabe der Chiffre Nr. 2026-2-44 auf dem Bewerbungsbogen**