



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)

I. POSITION INFORMATION	
Position Title	<b>JPO, Program Officer Mental Health, Psychosocial Response and Intercultural Communication</b>
Organization	IOM (International Organization for Migration)
Duty Station	Regional Office Brussels, Belgium
Reports directly to	Head, Mental Health, Psychosocial Response and Intercultural Communication- Global Section
Duration	<b>2 years with possibility of extension for another year</b> The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance.
<b>Please note that for participants of the JPO-Programme two years work experience are mandatory!</b> 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	
<p>The main focus of the IOM JPO programme is achieving IOM's Global mandate on Migration which includes emphasis on the Global Compact on Migration, IOM's leading role in the Migration Network and the migration related activities of the Sustainable Development Goals (SDG's.)</p> <p>Since 1999, IOM contributes to the promotion of mental health and psychosocial well-being of migrants and host communities, through programs and activities aiming in accompanying the re-definition of social, professional, family and interpersonal roles. MHPSS is integrated in IOM programmes throughout all phases of the migration process, following a community-based approach and mainstreaming. Psychosocial considerations and mental health and psychosocial support services are embedded in educational, cultural, social, economic, humanitarian, law enforcement and health settings. The Global Section for Mental</p>	

Health, Psychosocial Response and Intercultural Communication, based in Brussels provides:

- Technical oversight to MHPSS programs of IOM.
- Guides assessments of the MHPSS needs of migrants and host communities, mapping of services and resources, analysis and research.
- Oversight and develops knowledge dissemination initiatives in the field of MHPSS and population mobility, including conferences, webinars and external publications.
- Design, develops and supervises Summer schools, Master programmes, trainings on different facets of MHPSS and population mobility globally, regionally and nationally, in collaboration with Academia, experts and centers of excellence.
- Directs MHPSS mainstreaming in the organization's policies, MHPSS and migration mainstreaming in UN and MS policies, and develops guidelines, manuals for MHPSS programming for a wider community of practice.
- Maintains an international network of MHPSS experts.

### **III. COACHING AND LEARNING ELEMENTS**

As an integral part of the IOM assignment the Junior Professional Officer will:

- Gain experience in an International Organization, including management and international cooperation activities, as well as understanding the dynamics of regional and international initiatives and working groups.
- Be able to draft and finalize concept notes and project proposals, using the IOM logical and legal framework.
- Participate in the development of programs, projects, trainings and workshops related to different areas of MHPSS and Population Mobility.
- Gain experience in working with governmental, non-governmental and United Nations institutions.

### **IV. RESPONSIBILITIES AND ACCOUNTABILITIES**

The Junior Professional Officer will be provided with regular feedback on his/her performance and progress, with special attention granted to goal setting and overcoming challenges.

Under the direct guidance and technical supervision of the Head of Mental Health, Psychosocial Response and Intercultural Communication Global Section, based in Brussels, and the direct administrative supervision of the IOM Brussels Regional Director, the incumbent supports IOM global strategy, policy and program in the field of mental health and psychosocial support (MHPSS) and in the field of intercultural communication, for migrants, displaced and crisis affected populations. The position is cross-cutting across regions and thematic areas of intervention such as the Migration Health Division (MHD), Department of Operations and Emergencies (DOE), and Migrant Protection and Assistance Division (MAD).

The Junior Professional Officer's duties and responsibilities will include:

a) **Policy and Strategy Formulation**

The incumbent contributes to relevant IOM policy, strategies and programmatic frameworks in the migration health, operations and emergencies, migrant assistance and protection sectors. This includes supporting the Head in

1. Managing communications between HQ Departments and Divisions and Regional and Country offices on MHPSS matters with a specific focus on Migration Health Division; Department of Operations and Emergencies and the Migrant Protection and Assistance Division.
2. Including dedicated MHPSS chapters and components in key organizational strategy, policy and position papers; and,
3. Monitoring relevant global and regional policy, strategy and programmatic developments in relation to mental health, psychosocial response and intercultural communication needs of migrants and displaced populations, and inform relevant Departments, Divisions, Regional Offices and Missions worldwide through guidance briefs and instructions.

b) **External Liaison and Resource Mobilization**

The incumbent supports the organization's efforts to influence key partners and decision-makers on issues related to mental health and psychosocial wellbeing of migrants and crisis affected populations. This includes:

1. Acting as focal point for MHPSS at the Camp Coordination and Camp Management (CCCM) global cluster, preparing specific MHPSS guidelines, trainings and policies for CCCM actors;
2. Supporting the liaison with academic institutions and networks of global, regional and national significance; and,
3. Supporting fund raising and resource mobilization for the activities and programs of the MHPSS sector. This includes with private donors and foundations.

c) **Technical Supervision and Representation,**

The incumbent will support, with research, writing and revisions the elaboration of IOM's guidance notes, standard tools, indicators, and SOPs in relation to dedicated mental health and psychosocial support and intercultural communication policies, programs, activities and procedures, this will include assisting the Head of the Section in

1. the technical endorsement of all mental health, psychosocial support and intercultural communication programs, projects and project components for MHD, DOE and MPA;
2. revisions and endorsements of all narrative donor reports submitted by Country Offices, Regional Offices and other Departments-Divisions at HQ for MHPSS dedicated programs, and project components;
3. Monitoring, synthesizing and interpreting relevant research data, academic writing, technical developments on Mental Health, Psychosocial Response

<p>and Intercultural Communication in migration, crisis and post crisis settings with the aim to make relevant information available to colleagues and outside audience including partners and Member States, preparing technical updates for missions and partners involved in MHPSS programming</p> <ol style="list-style-type: none"> <li>4. Promoting the publication of articles in relevant scientific and sectoral journals and reviews, and miscellaneous publications; this include direct co-authorship of relevant papers</li> <li>5. Supporting the peer-review of guidelines, tools and strategies of other organizations, relevant for IOM or for the MHPSS and population mobility agenda, and of academic articles and PHD studies</li> <li>6. Reviewing the finalization of IOM researches, assessments, evaluations and program-related publications and educational and documentary videos relevant to the MHPSS domain</li> <li>7. Preparing technical and programmatic briefings and presentations to governments, donors, Civil Society fora on various topics related to mental health, psychosocial and intercultural communication needs of migrant, displaced and conflict affected populations and IOM's technical expertise and programming, at the request of Donor Relations Division (DRD), ROs, Country Offices and Liaison Offices. This may include the direct delivery of the briefings.</li> </ol> <p>d) <b><u>Direct Management and Managerial Support</u></b></p> <ol style="list-style-type: none"> <li>1. Supports the recruitment of MHPSS staff and consultants. This includes supervising the elaboration of relevant ToRs, and maintaining a roster of MHPSS experts in the different required fields and levels of intervention.</li> <li>2. Undertakes duty travels to L3 emergency and other emergency situations and to missions in all IOM Regions on a regular basis.</li> </ol> <p>e) <b><u>Perform other relevant duties as assigned.</u></b></p>
<p><b>V. Required Qualifications and Experience</b></p>
<p><b>Education</b></p>
<p><b>Master's degree</b> in Psychology (General, Clinical, Counselling, Social or Community), or Humanities, or Anthropology (Cultural or Medical), or Social Support Systems from an accredited academic institution or university.</p> <p>A graduate accreditation by a recognized psychological, therapeutic or social work society or association will be considered an asset.</p> <p>Dedicated academic studies pertaining to the field of MHPSS for migrants, displaced populations and emergency affected populations will be considered an asset.</p>
<p><b>Experience</b></p>

- Experience with organizations providing psychosocial support to migrants and displaced populations, of which at least 2 spent in developing countries.
- Experience in providing psychosocial support in emergency situations.
- Relevant experiences in the Counter Trafficking, Unaccompanied Minors, and Demobilization and Reparation sectors will be considered an asset.
- Experience in a complex humanitarian emergency or post-conflict environment advantageous.

## VI. LANGUAGES

### Required

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

### Advantageous

Working knowledge in French or Spanish is a distinct advantage.

## VII. COMPETENCIES<sup>1</sup>

The incumbent is expected to demonstrate the following values and 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

- 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

<sup>1</sup> Competencies and respective levels should be drawn from the Competency Framework of the Organization.

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**

- 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.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro  
Führungskräfte zu Internationalen Organisationen (BFIO)**

**Alle Informationen finden Sie unter [www.bfio.de](http://www.bfio.de)**