



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, Humanitarian Development &amp; Peace Nexus Officer</b>
Organization	IOM (International Organization for Migration)
Duty Station	Ndjamena, Chad (Incumbent may be assigned to another duty station or regional office)
Reports directly to Supervisor	Chief of Mission
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 capacity building, migration policy and the migration related activities of the Sustainable Development Goals (SDG's.)</p> <p>Since 2018 Chad is increasingly and proactively seeking support from the International Organization for Migration (IOM) in establishing and furthering its understanding of migration in general and migration dynamics in Chad in particular.</p> <p>To this end, the country has requested IOM's support in developing roadmaps for community stabilisation, out of country voting, diaspora engagement, remittances, as well as capacity building support on the migration glossary, migration and development, migration and the SDG among others.</p>	

However, significant milestones such as clear policies governing migration, a national migration profile and reporting progress against SDG 10.7 remain yet to be achieved.

### **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 migration areas.
- Support programme implementation in the nexus field.
- Gain experience in working with governmental, non-governmental and United Nations institutions in West and Central Africa.

### **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 guidance and supervision of Chief of Mission and in close collaboration with the Communication and Policy Officer and the coordinator of the Emergency and Stabilization Unit, the Junior Professional Officer's duties and responsibilities will include:

1. Conduct a review of the existing policies governing migration in Chad and provide a coherent picture of all relevant sections in order to create a more indepth understanding of the legislation governing migration in Chad, specifically also in regard to the National Development Plan of Chad.
2. In close coordination with the data research team identify knowledge gaps in fully understanding the migration profile of Chad and responding to the Migration Governance Indicators, conduct independent research into specific topics in coordination with the relevant units, and/or contribute to ongoing research by strengthening the methodology to capture all data relevant also in regards to the broader migration dimensions of Chad.
3. Support the Government of Chad in gathering the required information to fully report on progress made towards achievement of the SDG point 10.7. Animate discussion groups or trainings to support the government and civil society's understanding of migration and the 2030 agenda.
4. Support the CoM and Communication and Policy Officer in rolling out the practitioner's guide for migration and the 2030 agenda, ensuring also that the UNDAF mid-term review, the new UNDAF cycle and also the Common Objectives as part of the nexus pilot in Chad adequately capture and

<p>mainstream migration throughout the collective work of the ONE UN.</p> <ol style="list-style-type: none"> <li>5. Support the migration network and develop linkages between the migration network, the peacebuilding work on the United Nations Country Team and the work of the Humanitarian Country Team. Support the government and IOM teams on the official reporting and communication in regard to migration policy related activities (such as remittances studies, climate change, displacement and durable solutions, migration profile, diaspora engagement, out of country voting) and provide programmatic backstopping as required.</li> <li>6. Proactively provide recommendations and project development support to programming related to migration and the SDGs in Chad, specifically through pooled funding and in close coordination with the IOM sister agencies of the UN system.</li> <li>7. Duty travel to remote locations within Chad and neighbouring countries.</li> <li>8. Perform other relevant duties as assigned.</li> </ol>
<b>V. REQUIRED QUALIFICATIONS AND EXPERIENCE</b>
<b>Education</b>
<ul style="list-style-type: none"> <li>• <b>Master’s degree</b> in international law, migration studies, political or social sciences or a related field from a university or an accredited academic institution with a minimum of two to three years of relevant professional experience</li> </ul>
<b>Experience</b>
<ul style="list-style-type: none"> <li>• Minimum of two to three years’ work experience either on migration law, data research, policy research, project management, database management, project monitoring and evaluation relevant to migration management;</li> <li>• Advanced English and French writing, communication and negotiation skills;</li> <li>• Ability to collect and analyze data on migration topics;</li> <li>• Computer/software literate, preferably knowledgeable in Microsoft Office, Adobe Acrobat and Photoshop with experience of maintaining a website;</li> <li>• Experience of working in a multi-cultural setting.</li> </ul>
<b>VI. LANGUAGES</b>
<b>Required</b>
<p>For this position, fluency in English and French is required (oral and written).</p>
<b>Advantageous</b>
<p>Working knowledge in Arabic is an advantage.</p>

## 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 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.

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

**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)**