



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE

Position Title : **NATIONAL PROTECTION OFFICER**
Duty Station : **Caracas, Venezuela**
Classification : *National Officer, NO-A*
Contract duration : **Six (6) months, renewable**

Closing Date : **February 19, 2024**

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. External and internal candidates are eligible to apply for this vacancy. For the purpose of the vacancy, internal candidates will be considered as first-tier candidates.

Context:

Under the overall supervision of Chief of Mission and direct supervision of the Head of Programme and Operations, the National Protection Officer (with focus on trafficking in persons and gender-based violence) will lead the Protection Unit in strengthening IOM's protection strategy and assist in managing IOM's protection programs in the country in coordination with field offices and project managers, ensuring high quality implementation. The candidate will also coordinate with relevant protection actors and inter-agency working groups or clusters at national level.

The position will be based in IOM's country office in Caracas, with travels to field offices as required.

Core Functions / Responsibilities

1. Plan, coordinate, and implement project interventions under IOM Venezuela Protection portfolio, ensuring timely delivery, quality control, monitoring, and supervision of administrative and financial matters in line with IOM policies, and procedures, and donor requirements.
2. Contribute to achieve the Protection Unit's operational objectives and manage administrative structures, such as consultants' and staff recruitment and supervision, resource mobilization and planning, monitoring quality of activities

and adapting of response to different needs and contexts. This also includes making recommendations for corrections and improvement.

3. In collaboration with the Chief of Mission (CoM) and Head of Programme (HoP), define the IOM Venezuela protection strategy, and contribute to project development and resource mobilization efforts under the Protection Unit.
4. Support the Protection Unit in providing quality leadership of and substantive input to technical working groups and policy platforms connected to the government, UN, humanitarian coordination, and other entities; in particular, contribute to needs analysis, response planning, and reporting.
5. Support the mapping of relevant stakeholders to inform the development of a strategic engagement plan to strengthen prevention and protection efforts in the context of migration. Monitor policy developments in the country and provide recommendations.
6. Prepare monthly progress updates, coordinate inputs for interim and final donor reports, and support the maintenance of project planners. In close collaboration with PSU, in particular with MEAL Team, develop tools to improve monitoring and data collection of protection initiatives. Provide technical guidance and support to Implementing Partners (IPs);
7. Support protection mainstreaming exercises in close coordination with Head of Programme and Project Managers (PMs), as well as other relevant Units.
8. In coordination with PMs, and other relevant Units, plan and execute responses for persons with specific needs and vulnerabilities, and oversee the development and implementation of early identification procedures, referral pathways, trends analysis and risk mitigation, in line with IOM's Approach to Protection and other relevant institutional tools, policies and approaches (e.g. MIMOSA);
9. Reinforce among staff the Protection Unit's compliance of IOM's procedures and processes and application of good practices.
10. Ensure coordination with other IOM units and the mainstreaming of protection across all IOM Venezuela's interventions in line with IOM internal guidance into overall IOM response and decision-making.
11. Participate in the Mission's Protection from Sexual Exploitation and Abuse (PSEA) efforts by providing information to staff and reinforcing reporting procedures among staff.
12. Undertake frequent duty travel to very challenging areas. Conduct regular technical meetings with field teams to supervise and provide technical and operational guidance and support of the overall protection interventions.
13. Perform such other duties as may be assigned.

Required Qualifications and Experience

Education

- University degree in Political Science, International Relations, Social Sciences, Human Rights, Law or a related field from an accredited academic institution with two years of relevant professional experience in humanitarian contexts in similar positions

Experience

- Experience in the field and at national and international levels in human rights including operational and field experience, IOM/UN project management.
- Experience working on protection, human trafficking and/or GBV is required.
- Experience in project cycle management and project design.

Skills

- Good knowledge of protection-related guidelines, standards, and indicators, with specific focus on trafficking in persons.
- Excellent communication and coordination skills.
- Excellent organizational skills; analytical and creative thinking.

Languages

- Fluency (oral and written) in English and Spanish are required.

Required Competencies

Values

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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.
- Resource Mobilization: establishes realistic resource requirements to meet IOM needs.

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.

How to apply:

Interested candidates are invited to submit their applications via email to iomvacantesvzla@iom.int by February 19, 2024 at the latest, **attaching the resume in IOM format**.

In order for an application to be considered valid, please consider these instructions:

- IOM only accepts online profiles duly completed.
- Only shortlisted candidates will be contacted.
- Contract issuance subject to funding availability.
- Indicate "**VZ-CT-143 National Protection Officer**" in the email subject.
- This vacancy is only available for local citizens or foreigners with right of residence and right to work in the country.

Posting period: From 06.02.2024 to 19.02.2024