



SVNMM016

Open to Internal and External Candidates

Position Title : **Senior Protection Assistant (General Protection)**
Duty Station : **Yangon, Myanmar**
Classification : **G-7**
No. of Position : **1**
Type of Appointment : **Special Short Term**
Vacancy Number : **VA/2024/036**

Closing Date : **11 July 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.

In the past three years, Myanmar has faced political, economic and security challenges, on top of preexisting crises and vulnerabilities, as well as pockets of conflict. IOM has adapted programming and expanded emergency operations across key areas of need, in particular the Northwest, Rakhine and the Southeast where there continues to be escalating conflict. Concurrently, there is widespread consensus and recognition that a highly localised response, supported by national partners, is the most effective way to reach populations, while these partners require greater support, funding, capacity building and engagement with coordination structures to ensure an equal partnerships approach and assistance which meet humanitarian standards.

IOM has been responding to these new and emerging needs by expanding emergency operations across key area – including through the provision of multi-sector in-kind and cash assistance, as well as health and protection. IOM has also continued key social cohesion and resilience activities.

Building on experience in other contexts, IOM set up a Rapid Response Fund (RRF) with the view to provide small grants to local partners - coupled with capacity building and on-going technical guidance - to provide critical life-saving assistance to displaced populations affected by sudden shocks and conflict in Myanmar. Assistance includes multi-purpose cash as well as non-food items (NFIs), shelter and provision of critical water, sanitation and hygiene (WASH) in in-kind and cash modalities. Protection is mainstreamed across all interventions.

Core Functions / Responsibilities:

Under the overall supervision of the Chief of Mission, and the direct supervision of the Protection Officer, the successful candidate will undertake the following tasks and responsibilities:

- Assist with the identification, analysis and prioritization of protection issues with the different sectors at the field level in order to support in protection mainstreaming and risk mitigation;
- Support the implementation of Protection project activities, coordinate with the other sectors to achieve the intended protection outcomes for integrated projects and compile regular reports;
- Provide technical guidance and support to implementing partners on protection case management (child protection, general protection, GBV) to ensure services are in line with minimum standards and IOM guidelines;
- Support implementing partners to liaise and build partnerships with protection actors, community networks, representative groups (women, youth, persons with disabilities, etc.) including identification of protective community structures and relevant actors towards building a protective environment;
- Collect and analyse protection related data relevant to IOM's programming to help the protection concerns of affected populations are identified and mitigated against;
- Roll-out approaches to facilitate participation and empowerment of women in line with IOM's GBV in Crisis Framework;
- Coordinate the roll-out of capacity building activities, materials and tools on women's empowerment, which includes training for all IOM units and mentoring staff on women's empowerment;
- Coordinate and organize capacity building activities to challenge gender stereotypes to promote women and girl's confidence and leadership as well as ensure their participation in all IOM programs;
- Conduct capacity assessment and design capacity building strategies for implementing partners in protection mainstreaming, protection case management, protection risk mitigation, Disability Inclusion, psychological first aid, AAP, PSEA and other protection-related issues and work jointly with sector units to monitor for protection mainstreaming;
- Support the contextualisation and adaptation of protection guidelines, tools, IEC materials and interventions to suit the Myanmar context;
- Support the design of localised referrals pathways;
- Support ongoing mentoring for all IOM staff and partners on psychological first aid and non-specialist response to disclosures of protection cases;
- Identify protection concerns and support persons with specific needs (PSNs) to ensure that their needs are addressed by implementing partners and other protection actors including through cash for protection;
- Support technical review and capacity building for IOM teams and implementing partners to conduct protection safety audits of all operations and projects;
- Participate in interagency coordination mechanisms and actively share planned information campaigns, findings from assessments, analysis of community feedback, or monitoring of community engagement strategies to enable shared learning;
- Coordinate with relevant Protection, PSEA, Gender, Disability Inclusion, and Localization focal points and other cross-cutting issues as applicable, both inside and outside of IOM; and
- Perform such other duties as may be assigned;

Required Qualifications and Experience

Education

- University degree in Social Work, Public Health, Psychology, Midwifery, Nursing or a related field from an accredited academic institution, with at least five years of relevant professional experience; or
- School diploma with seven years of relevant professional experience

Experience

- Experience in protection programming especially involving case management, human rights and/or protection, trafficking in persons and protection monitoring/human rights experience
- Comprehensive understanding of human rights and protection principles
- Excellent interpersonal skills and works well with people of different cultures, gender and backgrounds with ability to be flexible, work well under pressure and solve problems independently
- Commitment to human rights and protection principles
- Strong English writing and organizational skills
- Good analytical and facilitation skills for conducting assessments and able to analyze various data to provide comprehensive protection reports

Skill

- Strong facilitation skills and experience in providing technical support to implementing partners;
- Excellent communication and analytical skills;
- Strong coordination skills;
- Demonstrated knowledge of the development of trainings and capacity building activities;
- Strong interpersonal and teamwork skills; and,
- Proven ability to establish and maintain effective working relationships with people of diverse cultural and national backgrounds.

Languages

Proficient in English and Myanmar language (oral and written).

Required Competencies

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

- 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

- Leadership: Provides a clear sense of direction, leads by example, and demonstrates the ability to carry out the Organization's vision. Assists others in realizing and developing their leadership and professional potential.
- Empowering others: Creates an enabling environment where staff can contribute their best and develop their potential.
- Building Trust: Promotes shared values and creates an atmosphere of trust and honesty.
- Strategic thinking and vision: Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- Humility: Leads with humility and shows openness to acknowledging own shortcomings.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, and security clearances.

How to apply:

Interested candidates are invited to submit an application letter together with complete duly filled and signed Personal History Form (PHF) (copies of certificates and further documents are not required at this stage) to below address;

International Organization for Migration (IOM)
Mission in Myanmar – Yangon Office
No.50-B, Thiri Mingalar, 2nd street,
Ward 8, Kamayut Township,
Yangon, Myanmar
Tel: +95 9 7323 6679, +95 9 7323 6680
Email: hryangon@iom.int

Posting period: From 28 June 2024 to 11 July 2024