



International Organization for Migration (IOM)  
The UN Migration Agency

Position Title : **CCCM Cluster Co-Coordinator**  
Duty Station : **Erbil, Iraq**  
Classification : **Professional Staff, Grade P3**  
Type of Appointment : **Special short-term graded, Six months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **23 July 2019**

*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 work environment. Read more about diversity and inclusion at IOM at [www.iom.int/diversity](http://www.iom.int/diversity).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Bahamas; Cabo Verde; Comoros; Cook Islands; Cuba; Djibouti; El Salvador; Fiji; Gabon; Grenada; Guinea-Bissau; Guyana; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Lesotho; Libya; Marshall Islands; Mauritania; Micronesia (Federated States of); Montenegro; Namibia; Nauru; Palau; Papua New Guinea; Paraguay; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; Timor-Leste; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

The Camp Coordination and Camp Management Cluster Co-Coordinator contributes to ensuring a multi-sectoral response to assist and protect displaced populations in communal settings (collective centres, camps, transit/reception centres, spontaneous and informal sites, etc.), where such are created or envisaged.

However, as camps and communal settlements are temporary solutions established only as a last resort whilst all efforts are made to find more durable solutions, the Camp Coordination and Camp Management (CCCM) Cluster in country does not advocate for the creation of camps. The cluster aims to improve the management of any relevant communal setting and to support the identification of progressive durable solutions to the resolution of displacement of Internally Displaced Persons (IDPs) in Iraq.

Additionally, displaced populations often settle outside of communal settings with host families or in rented premises in rural or urban areas and some aspects of the management and coordination of their access to protection and assistance might fall under the purview of the CCCM Cluster, in Iraq as of June 2019 there are more than 1.7 million IDP's with only 30% living in recognized camps.

IOM co-leadership work will focus on camp and out of camp displacement management and cluster member's engagement on such, but also at technical support to the development of camp closure/consolidation plans at governorate level in order to operationalize the national framework already in place.

Under the overall supervision of the Chief of Mission, under direct supervision the Head of Programmes/Emergency Coordinator, in collaboration with relevant units in IOM Iraq, Regional Office and Headquarters (HQs), the successful candidate will be responsible to lead the IOM co-leadership of the CCCM Cluster in Iraq, in coordination with United Nations High Commissioner for Refugees (UNHCR) and Office for the Coordination of Humanitarian Affairs (OCHA).

### ***Core Functions / Responsibilities:***

#### **a. Planning and Strategy Development**

- Work with partners to identify gaps and duplications; assess, verify, and map emerging assistance needs and protection issues, map and track who is doing what, where and when in particular for out of camp populations.
- Where possible, support the national government/authorities in implementing their activities and upholding their obligations to protect civilians.
- Support the integration of priority cross-cutting issues including gender in needs assessment, analysis, planning, monitoring and response.
- Ensure that cluster members and responses are in line with existing guidelines, policy and technical standards and relevant government, human rights, and legal obligations.
- Ensure integration of IDP's Intentions and Concerns identified by the cluster activities into the discussions on camp consolidations, returns, transition and early recovery planning.

#### **b. Monitoring and reporting**

- Ensure adequate monitoring mechanisms are in place to assess the impact and coverage of the cluster partner's interventions and the progress made against implementation plans and overall Humanitarian Response Plan targets.
- Ensure adequate reporting and effective information sharing amongst all partners including camp managers, sector leads and Office for the Coordination of Humanitarian Affairs (OCHA), National/local authorities, State institutions, local civil society and other relevant actors, disaggregating data by age & gender.

#### **c. Protection Capacity**

- Work with camp management partners to ensure affected populations participation in governance and community mobilization, with particular emphasis on women's decision-making roles and on persons with specific needs (such as the elderly and disabled).
- Promote transparent governance and effective access to justice for IDP's in a way that conforms to relevant human rights standards, and ensure that CCCM actors know how to refer gender based violence (GBV) cases and have access to appropriate guidance on how to prevent and mitigate protection incidents in communal settings.
- Promote principled approaches to camp consolidation, camp closures, returns and local integration.

#### d. Advocacy & Resource Mobilization

- Identify core advocacy concerns and contribute key messages to broader, multi-sectoral advocacy initiatives.
- Represent the interests of the cluster/sector in discussions with the Inter Cluster Coordination group (ICCG) and the donor community on prioritization, resource mobilization and advocacy in particular to implement the national camp consolidation framework.

#### e. Preparedness and Training Capacity

- Promote and support efforts to strengthen the capacity of NGOs, UN agencies, civil society, camp managers and members of displaced and host communities including through relevant CCCM training.
- Promote and support national efforts to structure and implement a cohesive national capacity building strategy for local government officials and local authorities through relevant CCCM training.

#### f. Coordination

- Ensure appropriate and regular coordination with all humanitarian partners, including other clusters/sectors and particularly Shelter, Protection and WASH, as well as with national authorities and local structures.

g. Perform such other duties as may be assigned.

### ***Required Qualifications and Experience:***

#### **Education**

- Master's degree in Architecture, Landscape Architecture, Urban Planning, Humanitarian Affairs, Development Studies, Political Science or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

#### **Experience**

- Experience or comprehensive view of community organization, planning and design with an equivalent combination of camp management and humanitarian experience;
- Experience in cluster coordination, humanitarian response and emergency operation;
- Experience in project implementation and management;
- Experience in project monitoring and reporting is an advantage.

#### **Languages**

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

For this position, fluency in English is required (oral and written). Working knowledge of Arabic, French and/or Spanish is an advantage.

1 Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## ***Required 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** – 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.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

## ***Other:***

Internationally recruited professional staff are required to be mobile.

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

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

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

***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 23 July 2019 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

***Posting period:***

From 10.07.2019 to 23.07.2019

***No Fees:***

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

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