

Position Title : **Intern - Community-Based Programming and Policy Solutions**
Duty Station : **Geneva, Switzerland**

Classification : **Intern, Grade Other**
Type of Appointment : **Internship, six months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **02 May 2023**

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.

Context:

Background Information

With around half of the world's urban growth projected to happen through migration, cities have become the centre of development opportunities, as well as the focal point of contradictions and conflicts. Cities are often at the frontline for integrating migrants and IDPs and facilitating their social and economic inclusion, responsible for developing and implementing urban programmes and the management of service delivery systems. City and local governments, in many contexts, directly deal with the practical realities of managing and providing for the needs of migrants and IDPs. By adopting the 2030 Agenda for Sustainable Development, the New Urban Agenda and recent Global Compacts for Migration and on Refugees, UN Member States have acknowledged the role of local authorities in ensuring inclusivity in line with the UN principle of leaving no-one behind.

Enhancing inclusive and sustainable urbanization and participatory, integrated and sustainable human settlements is enshrined in SDG 11 and IOM has committed to empowering decentralised levels of governance in its institutional Strategy on Migration and Sustainable Development. The central role of urbanization in shaping the future of durable solutions was also recognized in the Secretary-General's Action Agenda on Internal Displacement, which commits the UN to "Advocate with States and international actors for stepped-up attention to urban displacement and for support to local and city authorities in responding to the needs of urban IDPs and host communities". Efforts to integrate migration into urban development are also in line with the New Urban Agenda, the global framework for sustainable management of cities, which commits to combatting discrimination against all migrants and recognizes their significant cultural, social and economic contributions to urban areas. The important role of cities and other local authorities is also central within the GCM's whole-of-government and whole-of-society principles, and local governments are playing a key role in implementing the GCM on the ground through locally-led, human-centered solutions.

At the same time, local and urban policies and governance are only effective if they include everyone and if their solutions are tailored to all members of the community, including migrants, displaced people, people of all genders, youth, elderly, people with disabilities, etc. Participatory governance approaches that include representation of all groups in the community, that give voice to the different needs but also contributions and talents of diverse individuals and that design urban solutions jointly with all community members are increasingly recognized as absolutely essential aspects of any urban policy or programme. IOM is dedicated to supporting local and city governments carry out participatory community development processes.

Additionally, in line with existing commitments to advancing the Humanitarian-Development-Peace Nexus, IOM is committed to deepening internal coherence and better connecting our humanitarian, transition and recovery and development portfolios by bringing together different policy and programmatic areas across the Organization. Achieving this goal necessitates more joined-up, cross-departmental activities promoting comprehensive, prevention-focused and people-centered solutions to reduce the number of unmet needs, address structural drivers of vulnerability, end protracted displacement and contribute to sustainable development.

The Intern will assist the Migration and Sustainable Development Division and Transition and Recovery Division in the implementation of the MIRAC funded project on Inclusive, Integrated, Community-based Programming and Policy Solutions. In particular, the Intern will provide support with organizing various events and training activities, conducting research and drafting documents as well supporting coordination and communication between experts in IOM (various Divisions, Regional and Country Offices) and an external consultant.

Supervision

The Intern will work under the overall supervision of Director a.i. Department of Peace and Development Coordination and the direct joint supervision of Sr. Programme Officer (Migration Governance & Sustainable Development), Sustainable Development Unit and Livelihoods and Resilience Officer (DS), Transition and Recovery Division.

Core Functions / Responsibilities:

1. Assist with the development, planning and delivery of various activities planned in the project, including research, training and workshops, preparing agendas, presentations and training materials, facilitating coordination with experts, support with note taking and follow-up after events including drafting reports and Notes for the File, etc.;
2. Assist in conducting desk research and analysis to support an expert consultant who will be consolidating a toolkit for IOM based on existing training and guidance materials on community-based programming and community development, and providing inputs to the reports prepared by IOM;
3. Support with dissemination, socialization, promotion and use of tools, guidance and materials developed by the project, both internally and externally, including support to the Regional and Country Offices in planning and organizing awareness raising sessions to enable the usage of tools, good practices and lessons learnt;
4. Help with collecting and consolidating results, good practices and lessons learnt as the tool is piloted in certain countries, feed this learning back into the tool as it is finalized and package these for visibility and communication efforts in order to showcase results and promote the work of IOM in this area;
5. Perform such other duties as may be assigned.

Training Components and Learning Elements

- The Intern will gain on-site experience in working in an international multicultural environment, within the United Nations system.
- The Intern will gain a better understanding of IOM's work, as an inter-governmental organization in the field of migration and sustainable development, incl. cooperation with the government partners and UN agencies.
- The Intern will acquire technical knowledge in migration and sustainable development, inclusive and participatory local/urban development, migration and the 2030 Agenda, GCM

implementation and international development cooperation.

- The Intern can also access online training courses at the disposal of all IOM staff.
- The Intern will have the possibility to interact with the multi-stakeholder constituents, as well as with the internal and external partners involved in organization and implementation of capacity building, communications and knowledge sharing activities.
- The Intern will gain extensive experience working in an international and multi-cultural environment.

Required Qualifications and Experience:

Education

- University degree in Social Sciences, Community Development, International Development, Anthropology, Migration Studies, Urban Planning, Public Policy, Public Engagement, Participatory Policymaking, Public Administration or a related field from an accredited academic institution.

Experience

- Good level of knowledge and experience in sustainable development and migration issues in local communities and cities, including policies, regional and international cooperation, participatory inclusion and/or local development;
- Experience with writing reports, materials for print and online circulation and tailoring language to a variety of different audiences. Experience with research, events planning and coordination;
- Practical experience of how-to multi-task, prioritize and work independently.

Skills

- Excellent writing skills, incl. ability to write content in a concise and clear manner;
- Strong analytical and organizational skills;
- Knowledge of the full Microsoft Office suite, including PowerPoint (essential);
- Excellent interpersonal and communication skills, ability to elaborate and visualize new concepts and ideas as a result of discussions;
- Ability to timely understand the Organization's structure and portfolios;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;
- Proven ability to produce quality work accurately and concisely according to set deadlines.

Languages

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

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

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Note

Eligibility and Selection

In general, the Internship Programme aims at attracting talented students and graduates who:

- a) have a specific interest in, or whose studies have covered, areas relevant to IOM programmes and activities;
- b) are holding a scholarship for internship placements in international organizations and/or for

whom internship is required to complete their studies; or
c) are sponsored by governmental/non governmental institutions and/or academia to work in specific areas relevant to both IOM and the sponsor.
d) are either enrolled in the final academic year of a first university degree programme (minimum Bachelor's level or equivalent) or have graduated in the last 12 months.
e) are between 20 and 36 years of age.

- Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted.
- Depending on experience and location, IOM provides a small monthly stipend to help offset costs.
- Please consider the cost of living in Geneva prior to applying.

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

Required Competencies:

The successful candidate is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

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 actions and delegated work.
- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

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

Competencies will be assessed during a competency-based interview.

Other:

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 02 May 2023 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

Posting period:

From 19.04.2023 to 02.05.2023

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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