

PROJECT OFFICER (PROJECT MANAGEMENT)

VACANCY NOTICE (VN)

Open to Internal and External Candidates

Position Title	: Project Officer (Project Management)
Reference No	: VN/UG/009/2023
Duty Station	: Kampala, Uganda
Classification	: National Officers (NOB)
Type of Appointment	: Fixed term, one year with possibility of extension
Estimated Start Date	: As soon as possible
Closing Date	: 05 th April 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. IOM is committed to a diverse and inclusive environment. Internal candidates are eligible to apply to this vacancy and are considered as first-tier candidates

ORGANIZATIONAL CONTEXT AND SCOPE

The United States Refugee Admissions Program (USRAP) operates world-wide with a target of providing resettlement opportunities to thousands of refugees each year. IOM provides a range of services and support to the USRAP including, but not limited to, case processing, migration health assessments, cultural orientation training, organized transportation and administration of a travel loan and collections program. The Department of Operations and Emergencies (DOE), specifically the Resettlement and Movement Division (RMM), has the organizational responsibility to provide direction, oversight, and guidance to IOM's global support to all resettlement programs.

Under the overall supervision of the Chief of Mission and direct supervision of the Head of Operations for the Great Lakes, West and Central Africa Region, the successful candidate will be based in Kampala, Uganda and will have the following project management duties and responsibilities in the areas of project support, budget support, reporting, public affairs, event coordination, interpretation management and resources management coordination:

Core Functions / Responsibilities:

1. Support the Project Manager in project development, implementation and reporting activities, including providing inputs for budgets and project proposals and reviewing and updating USRAP-specific policies in coordination with USRAP and Country Office management.

2. When requested, assist the Project Manager in monitoring spending across the project region, and flagging areas of under or overspending to Project Management.
3. Coordinate report drafting and informational materials, including flash reports, updates, surveys, bulletins, factsheets, and dashboards addressing a wide variety of USRAP-related topics. Facilitate collaboration and revision processes to produce high quality, timely, topical, and polished pieces that integrate relevant IOM approaches, policies, and guidelines. Support the production of materials with data visualizations and formatting and, where relevant, work with a designer and/or communications specialist to ensure materials are in line with Organizational branding and professional standards.
4. Oversee the organization of a wide range of events, including meetings and activities, Country Office-level events, town halls and high-level visits. Manage the production of event-related outputs, including briefs, meeting agendas and minutes, reports, fact sheets, and presentations. Provide coordination support for management and staff visits to other entities and IOM missions, including preparing visit agendas, scheduling appointments, and maintaining relevant correspondence. Where relevant, liaise between Project Managers and with other Project Officers (Project Management) on cross-departmental meetings.
5. Oversee the identification, recruitment, and training of interpreters for USRAP activities. Maintain a roster of Interpreters with the languages, citizenship, recommendations on further engagement with USRAP and assist with bringing them on board as required for these Country Offices.
6. Coordinate between Management, the Resources Management Unit(s) (RMU) in the relevant Country Offices in the Region, and other relevant entities to ensure the project is observant of financial, administrative and procurement requirements in line with IOM rules and regulations and that all resources management needs are being met within the project. Ensure procurement-related work is organized efficiently and on time through the preparation and monitoring of Quarterly Procurement Plans.
7. Oversee staff focused on project management support duties in the areas of project support, reporting, interpretation management and resource management coordination. Hire staff, provide training, technical assistance, and information on changes to workflows and procedures, assign duties, and give feedback on performance on a regular basis to ensure high quality work and accurate completion of duties.
8. Help identify knowledge gaps and recommend opportunities for the expansion of data collection activities that will contribute to future reports and informational materials.
9. Oversee the periodic review and update of internal USRAP project administrative workflows and organizational charts to continually track and streamline procedures.
10. When required, liaise with the USRAP HR Business Partner in IOM USRAP Washington, D.C. and HR units in various Country Offices in the Region regarding the background check process for new and current staff. Alert the Project Manager of any process issues.
11. Maintain and ensure the confidentiality and integrity of all USRAP project-related information by implementing control procedures in line with USRAP standards of conduct and data protection rules. Alert Project Manager or the Senior Project Coordinator (PDA) of any non-compliance to SOPs or codes of conduct.
12. Perform such other duties as may be assigned.

Required Qualifications and Experience

Education

- Master's degree in Social Science, International Relations, Regional Studies or a related field from an accredited academic institution with two years of relevant professional experience;

or

- University degree in the above fields with four years of relevant professional experience.

Experience

- Experience in USRAP, particularly in processing or movement operations activities, such as field support, movements, data processing, employment verification, case creation, pre-screening, USCIS adjudications support, scheduling, field support and out-processing, is essential;
- Knowledge of USRAP program implementation and familiarity with IOM's administrative, financial and business rules and practices is desirable;
- Strong written and verbal communication skills and ability to effectively communicate with and lead a team;
- Demonstrated proficiency with START is an advantage; and,
- Excellent computer skills and a high level of proficiency in spreadsheet and database applications.

Skills

- Knowledge of UN/IOM' regulations, policies and procedures;
- Knowledge of project budgeting and financial management;
- Knowledge and experience in working with PRIMA is an advantage;
- Sound writing, communication and negotiation skills; and, Excellent organization skills, analytical and creative thinking.

Languages

- Fluency in English
- Working Knowledge of any other UN languages.

Required Competencies

The incumbent 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 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.
- **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 – behavioral 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 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.

How to apply:

In order for an application to be considered valid, IOM will only accept applications which should include a cover letter (not more than one page) and résumé highlighting the required education and experience.

Interested applicants may send their applications to hruganda@iom.int no later than **05th April 2023**. Reference Number and Position Title: **VN/UG/009/2023 – Project Officer** should be specified in the SUBJECT field.

Applications from qualified female candidates are especially encouraged.

Only short-listed candidates will be invited for an interview.

Posting period:

From 22nd March 2023 to 05th April 2023