



International Organization for Migration (IOM)
The UN Migration Agency

Position Title : **Programme Coordinator (MHPSS)**
Duty Station : **Juba, South Sudan**
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 : **25 August 2021**

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.

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](#); [Botswana](#); [Cabo Verde](#); [Comoros](#); [Cook Islands](#); [Cuba](#); [Fiji](#); [Gabon](#); [Guinea-Bissau](#); [Guyana](#); [Holy See](#); [Iceland](#); [Kingdom of Eswatini](#); [Kiribati](#); [Lao People's Democratic Republic \(the\)](#); [Latvia](#); [Libya](#); [Luxembourg](#); [Marshall Islands](#); [Micronesia \(Federated States of\)](#); [Montenegro](#); [Namibia](#); [Nauru](#); [Palau](#); [Saint Kitts and Nevis](#); [Saint Lucia](#); [Saint Vincent and the Grenadines](#); [Samoa](#); [Sao Tome and Principe](#); [Seychelles](#); [Solomon Islands](#); [Suriname](#); [The Bahamas](#); [Timor-Leste](#); [Tonga](#); [Tuvalu](#); [Vanuatu](#)

Second tier candidates include:

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

Context:

IOM began implementing Mental Health and Psychosocial Support (MHPSS) activities in 2014, targeting Internally Displaced Persons (IDPs) in selected Protection of Civilian (POC) sites in South Sudan. The activities have included direct service delivery such as establishment of psychosocial centres and mobile teams, capacity building of IDP communities and humanitarian actors on MHPSS, mainstreaming and coordination of MHPSS actors. Currently, IOM is providing direct MHPSS services in Malakal, Bentiu and Wau and has recently started implementation in Abyei Administrative Area. In 2017, the MHPSS Unit has started a collaboration with the Ministry of Gender, Child and Social Welfare (MoGCSW) in Wau, Western Bahr el Ghazal providing on-the-job training for social workers in MHPSS provision. Since 2019, programming is shifting from a more static response in POCs towards increased service delivery in return areas and mobile response. The MHPSS Unit works in close collaboration with the

Gender-Based Violence (GBV) and Protection teams ensuring adequate services for GBV survivors and persons living with disabilities are available, as well as with the Transition & Recovery Unit by widening its peacebuilding portfolio.

Under the overall supervision of the Chief of Mission for South Sudan, and the direct supervision of the Deputy Chief of Mission, and in coordination with the global Mental Health, Psychosocial Response and Intercultural Communication Section, the successful candidate will be responsible for managing the activities within the framework of IOM's Mental Health and Psychosocial Support programme in South Sudan.

The successful candidate will be responsible and accountable for the implementation, coordination and monitoring of MHPSS activities in South Sudan, including the management and technical supervision of the National MHPSS Coordination Group Coordinator and National and International staff of the IOM MHPSS programme in South Sudan Country Office (CO).

Core Functions / Responsibilities:

1. Manage the overall implementation of the MHPSS projects in a timely manner, including resource mobilization, budget monitoring and maintaining relevant donor visibility in line with IOM rules and regulations.
2. Contribute and support the Deputy Chief of Mission and Program Support Unit (PSU) in resource mobilization for MHPSS programming, including identifying funding opportunities, development of project proposals, identification of new donors and thematic areas of technical intervention.
3. Take a lead in the development and implementation of a holistic and systemic MHPSS strategy for South Sudan CO, in line with the Inter Agency Standing committee (IASC) guidelines and the IOM Manual on Community-based MHPSS in Emergencies and Displacement.
4. Manage and monitor, both technically and administratively, the MHPSS Team. Ensure the provision of the adequate and suitable capacity building to the IOM MHPSS Team and relevant actors where applicable (Camp Coordination and Camp Management (CCCM), Protection, Health, Nutrition, Education, Food Security and Livelihood), including line ministries, IDPs and host community members.
5. Ensure at any given time MHPSS programme is driven by a sound Monitoring Evaluation Assessment and Learning framework, and that qualitative and quantitative indicators are always relevant and updated.
6. Provide technical support and supervision to the MHPSS IASC Coordinator based in Juba.
7. Establish comprehensive and clear work-plans for staff and MHPSS teams, ensure timely weekly and monthly reporting on MHPSS activities are regularly shared with the PSU and other relevant stakeholders.
8. Ensure that all standardized and global evidence based MHPSS tool in use within the IOM programme, are customized and tailored to the specific contexts of South Sudan.
9. Coordinate and liaise with other UN agencies and key actors, relevant Line Ministries, and other civil society actors for mainstreaming MHPSS in host communities, where applicable.
10. Provide technical guidance to mainstream effectively MHPSS in IOM planning and project implementations, participate to cluster meetings, working groups, mapping, planning and reporting exercises, take a lead in such thematic exercises, when necessary and in the interest of IOM.

11. Ensure the cross-cutting issues are integrated in MHPSS programming and MHPSS is harmonized with other protection initiatives and programmes e.g. GBV and protection mainstreaming.

12. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree in Psychology (clinical and counselling), Psychiatry, Social Work, Anthropology, Pedagogy 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
- Professional accreditation from a recognized psychological or counselling association-society is a distinctive advantage.
- Participation to IOM corporate Academic programmes in Psychosocial Interventions in Emergency and Displacement or similar will be considered an asset.

Experience

- Experience in designing, managing psychosocial support programmes in emergency situation;
- Experience in providing psychosocial support in emergency situation;
- Experience in a complex humanitarian emergency or post-conflict environment;
- Knowledge and experience in facilitating training and developing curricula;
- Experience in training and supervision of scalable psychological interventions (e.g. PM+, IPT);
- Experience in the integration of MHPSS into Peacebuilding (community stabilization, transitional justice, etc.) activities;
- Experience in psychotherapy and counseling for social workers an asset; and,
- Experience in qualitative and quantitative research is desirable.

Skills

- Proficient in MS Office applications and basic knowledge of Statistical Package for the Social Sciences (SPSS);
- Familiarity with the region is an advantage;
- Very good communication skills;
- Very good analytical, planning and organizational skills;
- Ability to work under pressure in a complex and fast-changing environment;
- Good problem-solving skills;
- Proven capacity for clinical supervision; and,
- Ability to manage and monitor the work of the teams remotely, including the capacity and team building.

Languages

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

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (French, Spanish, Arabic, Russian or Chinese).

For all applicants, fluency in English is required (oral and written). Working knowledge of Arabic and/or one of regional languages is an advantage.

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

Notes

Previous applicants do not need to re-apply.

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

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.

This selection process may be used to staff similar positions in various duty stations.

Recommended candidates will remain eligible to be appointed in a similar position for a period of 24 months.

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.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 25 August 2021 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 12.08.2021 to 25.08.2021

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.

Requisition: SVN 2021 161 Programme Coordinator (MHPSS) (P3) Juba, South Sudan (57082142)

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