



International Organization for Migration (IOM)  
The UN Migration Agency

## Call for Applications SVN 2022/XK0965

### Open to Internal and External Candidates

Position Title : **Protection Specialist**  
Duty Station : **Ferizaj, Kosovo (UNSC 1244)**  
Classification : **General Service Staff (G6)**  
Type of Appointment : **Special Fixed Term, 6 months with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **September 18, 2022**

*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 and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **Context:**

IOM works to help ensure the orderly and humane management of migration, to promote international cooperation on migration issues, to assist in the search for practical solutions to migration problems and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people.

As part of its activities in Kosovo, IOM assists in providing humanitarian assistance and protection-sensitive responses to migrants.

Under the overall supervision of the Chief of Mission, and the direct supervision of the Protection Officer, the successful candidate will be assigned the following:

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

- Conduct initial rapid vulnerability assessments to all newly arrived beneficiaries in the camp.

- Understand and report specific protection needs of people residing in the camp.
- Assess potential protection and risk factors of individuals and families facing difficulties in the camp.
- Organize focus group discussions and awareness raising group sessions with beneficiaries.
- Undertake GBV case management. Identify and handle GBV cases.
- In cooperation with the psychologists develop individual action plans for vulnerable beneficiaries.
- Commit to maintain a comprehensive and updated case file for each case undertaken.
- Actively participate and promote weekly protection meetings with medical unit to discuss case management and collect feedback about existing risks, challenges, and gaps in service provision for protection cases.
- Ensure confidentiality when handling personal information and data of migrants and refugees.
- Perform other related duties that may be assigned.

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

### **Education**

- University degree in Humanities, Social Sciences or a related field from an accredited academic institution with minimum four years of work experience.
- Master's degree in above fields is an advantage.

### **Experience/**

- Experience working with at-risk community members, migrants, persons with different cultural background;
- Experience in working in a multi-cultural environment;
- Experience in liaising with authorities, diplomatic missions and international organizations is highly desirable.

### **Skills**

- Strong communication skills and the ability to work in multicultural environments, showing cultural sensitivity and understanding.
- Strong work ethics and commitment to humanitarian principles.
- Ability to work with minimum supervision, manage own time effectively, multi-task and meet deadlines.
- Ability to quickly adapt to job and organizational changes.
- Proficiency in MS Office.

### **Languages**

- Fluency in English and local languages: Albanian and/or Serbian (oral and written).
- Knowledge of Pashto or Dari is an advantage.

## **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 *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.

### **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 and verification of residency, visa and authorizations by the concerned Government, where applicable.

This post is subject to local recruitment. Only persons holding a valid residence and work permit for Kosovo will be eligible for consideration.

### **How to apply:**

Interested candidates are invited to submit their applications – Personal History Form (click [here](#) to download) and Cover Letter to [iompristinaapplications@iom.int](mailto:iompristinaapplications@iom.int) by September 18, 2022 midnight at the latest, referring to **SVN 2022/XK0965** in the subject line.

In order for an application to be considered valid, IOM only accepts applications duly completed.

**Only shortlisted candidates will be contacted.**

### **Posting period:**

From 07.09.2022 – 18.09.2022