

Job Description

Introduction

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 ensuring a workplace where all employees can thrive professionally, while working towards harnessing the full potential of migration. Read more about IOM's workplace culture at [IOM workplace culture | International Organization for Migration](#)

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 IOM Member States that are not represented among staff members in the Professional and higher categories: Antigua and Barbuda, Bahamas, Barbados, Comoros, Congo (the), Cook Islands, Dominica, Federated States of Micronesia, Grenada, Guinea-Bissau, Holy See, Iceland, Israel, Kiribati, Marshall Islands, Namibia, Nauru, Palau, Saint Kitts and Nevis, Saint Lucia, Samoa, Sao Tome and Principe, Seychelles, Solomon Islands, Suriname, Tonga, Tuvalu, Vanuatu

Second tier candidates include:

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

Organizational Context and Scope

IOM's Approach to Protection promotes a coherent and accountable organizational role in safeguarding the rights of individuals across operational contexts, in line with the Inter-Agency Standing Committee definition. Working with States as primary duty bearers, IOM programs aim at ensuring full respect for the rights of the individual in accordance with the letter and the spirit of relevant bodies of laws to ensure that individuals' and communities (rights holders)' exposure to risks of violence are reduced and addressed and that their rights are upheld and needs fulfilled. This approach is implemented through operational pillars – thematic guidance, direct assistance, convening and dialogue, advocacy and communication, training and capacity building and data, research and learning – guided by core commitment to protection mainstreaming, accountability, inclusion, sustainability, systemic change and effective partnership.

The IOM Mission in the Democratic Republic of Congo (DRC) seeks to appoint Mental Health and Psychosocial Support (MHPSS) Officer. Under the overall supervision of the Chief of Mission (CoM) in the Democratic Republic of the Congo (DRC), the supervision of the Migrant Protection Coordinator, the direct technical supervision of the Programme Coordinator (MHPSS), the Project Officer (MHPSS) will be responsible for the overall coordination and monitoring of MHPSS activities implemented in Kinshasa.

Responsibilities

1. Manage the overall implementation of MHPSS component of the project in line with IOM Rules and Regulations for migrants protection, AVR and provision of MHPSS services in Migrant Migration Reception Centers (MRCs). For any situation that requires emergency medical procedures, lifesaving care, or similar medical interventions, please refer the case to a licensed medical officer in line with international standards and IOM internal guidelines.
2. Provide technical and operational guidance to a multidisciplinary team composed by psychologists, social workers, arts and sports animators, and a social cohesion officer.
3. Develop a capacity building plan and coordinate the training of IOM's mental health and psychosocial support (MHPSS) and social cohesion programme staff, and implementing partners in line with the IOM Manual on Community-Based MHPSS in Emergencies and Displacement and the IOM Technical Note Integrating MHPSS in Peace and Recovery Programming.

4. Liaise closely with governmental and non-governmental counterparts, including the National Mental Health Program and the Ministry of Health (DPS).
5. Represent IOM in relevant operational and technical MHPSS fora in Kinshasa and report on discussions, recommendations and follow-up actions.
6. Lead on training activities for governmental and non-governmental stakeholders, including community-based organisations (CBOs), community leadership and service providers related to migrants' assistance.
7. Develop communication and informative materials, fostering protection and psychosocial support for migrants in transit.
8. Produce quality progress financial, narrative, and other reports related to the project activities; ensure timely submission and compliance with project management and M&E requirements.
9. Contribute to adequate information management on project related activities by providing regular updates, summaries, and other relevant materials, in coordination with the donor and relevant units at the country office.
10. Perform such other duties as may be assigned.

Qualifications

Required Qualifications and Experience

Education

- Master's degree in Psychology, Social Work, Psychiatry, Social Sciences, Anthropology or a related field from an accredited academic institution with five years of relevant professional experience;
- University degree in the above fields with seven years of relevant professional experience; or;
- Professional accreditation from a recognized medical, psychological or counselling association-society is an advantage.

Accredited Universities are those listed in the [UNESCO World Higher Education Database](#).

Experience

- Experience in project development, management and reporting;
- Experience in assessing and analysing MHPSS needs in complex emergency and post-conflict contexts;
- Experience in coordinating and providing multi-layered MHPSS services in AVR programs and Migration Reception Centers.
- Experience in working with peace brokers and small-scale community initiatives;
- Experience in clinical supervision and capacity building of mental health professionals and social workers is an asset;
- Experience working with migrants, refugees, internally displaced persons, survivors of gender-based violence (GBV);
- Knowledge and experience in facilitating training and developing training curricula; and,
- Prior work experience with international humanitarian organizations, non-government or government institutions/organization in a multi-cultural setting.

Skills

- Previous participation to IOM corporate programme in “Psychosocial Interventions in Emergency and Displacement” will be considered an asset;
- Capacity to effectively coordinate actions with other implementing partners including from the emergency sector;
- Capacity to support adequate levels of information sharing between internal units, cluster partners, IOM and other emergency and post-recovery response actors;
- Demonstrated leadership skills and proven ability to establish and maintain effective working relationships with persons of diverse cultural and national backgrounds;
- Proven interpersonal and teamwork skills;
- Excellent communication and report-writing skills;
- Knowledge of protection principles and IOM policies and procedures is an advantage; and,
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint.

All IOM staff members in all categories are required to be fluent in one of the IOM's official languages (English, French, Spanish).

For this position, fluency in English and French is required (oral and written).

Working knowledge of Spanish and another official UN languages (Arabic, Chinese, and Russian) is an advantage.

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

Required Competencies

IOM's competency framework can be found at this [link](#). Competencies will be assessed during the selection process.

Values - all IOM staff members must abide by and demonstrate these five 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 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 actions 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, if with direct reports

- **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.