

Responsibilities

Leadership, Advocacy, and Representation:

1. **Strategic Direction:** Lead and manage the CAD RTU in the delivery of regular thematic guidance and technical support to COs in the contextualization of the strategic plan.
2. **Advocacy and Representation:** Assist and provide substantive inputs to the DRD for Operations by articulating IOM's strategic plan to external stakeholders or in fora, discussions, and platforms, based on CAD HQ and Global Offices' (GO) guidance.

Technical Support and Capacity Building:

3. **Technical Assistance:** Lead the CAD RTU's delivery of technical assistance on thematic and cross-cutting priorities based on identified or requested needs in collaboration with CAD HQ and COs. Coordinate across regional units, relevant COs, and HQ for crisis responses, focusing on Climate change and human mobility, protection, life-saving actions, and recovery.
4. **Training and Capacity Development:**
 - a. In coordination with CAD HQ and the Staff Development and Learning Unit, provide thematic training and capacity building to COs and RO staff as well as external partners as requested.
 - b. Spearhead the consultation, development, consensus-building, implementation, and oversight of global Climate migration and displacement governance frameworks across member states, international organizations, and civil society on the global stage.
 - c. In coordination with and in support of COs, strengthen the technical and institutional capacity of national governments and local actors to absorb, account for, report on, allocate, and leverage climate finance effectively.

Partnerships and Resource Mobilization:

5. Strategic Partnerships: Develop and maintain partnerships with a diverse range of regional actors, including donors, regional political and economic bodies, UN, private sector, non-government institutions, academic institutions, community-based organizations, international financial institutions, international organizations, and Member States, to promote IOM's Strategic Plan.

6. Resource Mobilization: In coordination with HQ, GOs, Country Offices for Partnerships and Advocacy (COPAs), COs, and the Regional Project Development Officer (RPDO), advocate programmatic priorities with new and traditional donors, including the private sector.

Quality Control and Oversight:

7. Project Development and Reporting: In coordination with the RPDOs, facilitate the project development and reporting process through technical inputs, review, approval, and endorsement in line with IOM's Project Handbook.

8. Monitoring and Evaluation: In coordination with the Regional Planning, Monitoring, and Evaluation Officer (RPMEO), hold regular bilateral discussions with COs thematic focal points to assess challenges, opportunities, and trends. Flag issues and opportunities to senior regional and HQ staff, and guide CO adjustments. Actively support COs to integrate audit, evaluation, and donor feedback.

9. Risk Management: In coordination with the Risk and Compliance Officer, provide oversight and support to COs on the identification, management, and treatment of risks pertaining to DHRR, in line with IOM's Risk Management Framework and Policy (IN/213 Rev.1).

Climate Action Policy and Research:

10. Knowledge Management and Innovation: In coordination with the RPDO and Climate Mobility Innovation Labs Unit, contribute to and facilitate the use of knowledge-sharing platforms, and disseminate Climate Action innovative and best practices related to CAD.

11. Policy:

- a. Promote policy coherence and inclusive partnerships to mainstream climate mobility in relevant agendas, including biodiversity, water management, mountains, oceans/seas, human rights, protection, security, gender, health, urbanization, SDGs, youth engagement, diaspora empowerment, local actors' mobilization.
- b. Scale up advocacy, policy, and partnership in early warning (EW4AI), and climate and environmental action at policy and advocacy levels, in support of priorities identified by affected countries in national or regional and global climate strategies.
- c. Support CAD HQ in the mainstreaming of human mobility considerations in climate change, environmental and disaster policy agendas, including via its work on UNFCCC Constituted Bodies, Workstreams, Initiatives and Fora (WIM Excom, AC, SNLD, COP, NAPs, NDCs, climate funds, etc.), as well as the UNCCD, UNEA and Sendai Framework policy processes, and the engagement with the Climate Vulnerable Forum (CVF).

12. Data, Research, and Foresight: In coordination with different climate change fora including UNFCCC, IPCC, IDMC and others in collaboration with CAD HQ, as well as the Global Data Institute (GDI), and the Regional Data Hub (RDH), analyse and disseminate Climate Action thematic data to inform evidence-based strategic planning, resource mobilization, policymaking, and programming.

Communication and Coordination:

13. Thematic Community of Practice: Convene and maintain a community of practice in the region for thematic focal points in COs, with involvement of CAD HQ functional homes as relevant, to promote sharing of new practices, innovative approaches, partnerships, training opportunities, and other areas of regional thematic interest.

14. Coordination: Lead engagement in inter-regional, continental, and multi-country initiatives, programmes, and strategies with corresponding RTS, Global Thematic Specialists (GTS), and COs focal points; where necessary, coordinate the involvement of HQ functional homes.

Cross-Cutting Priorities:

15. **Mainstream:** In line with the IOM Strategic Plan and corresponding custodianship outlined in the Regional Office Terms of Reference, promote, integrate, and mainstream cross-cutting priorities in all areas of CAD's work in the Region. Furthermore, promote the integration of Climate Action at RO and CO levels to enhance programme leadership, strategy, design and implementation across all thematic areas.

CAD Regional Thematic Unit Management:

16. Manage the CAD Regional Thematic Unit, including overseeing and managing the delivery of the Unit's specific responsibilities in their entirety as outlined in the CAD RTU Terms of Reference.

17. Perform any other duties as may be assigned.

Qualifications

Required Qualifications and Experience

Education

- Master's degree in International Relations, Political Science, Social Science, or a related field from an accredited academic institution with at least seven years of relevant professional experience; or,
- University degree in the above fields with at least nine years of relevant professional experience.

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

Experience

- Demonstrated experience in climate action and mobility, and related areas relevant to project development and management, thematic capacity building, and liaison;
- Minimum 5 years' experience working in non-OECD countries managing climate action and mobility projects;
- Experience in liaison, resource mobilization, and advocacy with governmental and diplomatic officials, national and international institutions and organizations, civil society, and private sector actors;

- Experience working in an international, inter-governmental, or non-governmental organization, the United Nations, or government; and,
- Experience in the design and implementation of capacity building on climate action and mobility.

Skills

- Ability to understand complex contexts and fast-changing migration and displacement dynamics and ability to frame them in their regional, global, and political contexts;
- Proven track record of successful engagement with donors, developing projects, and mobilizing resources for IOM priority areas;
- Demonstrated ability to effectively lead and manage a diverse teams of specialists;
- Strong analytical skills combined with the ability to effectively summarize, present, and communicate findings;
- Demonstrated knowledge and expertise of relevant international standards and classifications relevant to climate action and mobility; and,
- Proven agent of change or willingness to foster a culture of learning and knowledge management.

Languages

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 is required (oral and written).

Working knowledge of Portuguese and other official UN languages (Arabic, Chinese, French, Russian, and Spanish) 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 3

- **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 3

- **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.