



IOM International Organization for Migration

OPEN TO INTERNAL AND NON-REPRESENTED MEMBER STATES CANDIDATES

Position Title : **International Migration Expert/Trainer for the
Capacity-Building for Immigration Services Project**

Duty Station : **Addis Ababa, Ethiopia**

Classification : **Official, Grade P4**

Type of Appointment : **Fixed term, one year with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **March 08, 2010**

Reference Code : **VN 2010/06 (O) – INT**

IOM has a proactive recruitment policy to increase the representation of nationals of non-represented member states. Qualified applicants from the following countries will be favorably considered:

Angola, Armenia, Bahamas, Belize, Benin, Cambodia, Cape Verde, Cyprus, Czech Republic, Dominican Republic, Estonia, Gabon, Gambia, Guatemala, Guinea, Jamaica, Kyrgyzstan, Libya, Luxembourg, Madagascar, Malta, Mauritania, Mongolia, Namibia, Niger, Nigeria, Paraguay, Rwanda, Slovenia, Somalia, Tanzania, Togo, Trinidad and Tobago, Tunisia, Yemen, Zambia

INTRODUCTION

In cooperation with the International Centre for Migration Policy Development (ICMPD) IOM will be implementing a capacity building project entitled ***Capacity-building for Immigration Services in the Horn of Africa, with initial focus on Ethiopia***. The project aims to support the improvement of border control and migration management capacities of the Ethiopian Main Department for Immigration and Nationality Affairs. Specifically the project will strengthen the capacities of the Ethiopian Main Department for Immigration and Nationality Affairs in the area of training and staff development; promote enhanced bilateral cross-border co-operation between Ethiopia and its neighbouring countries, with an initial focus on Kenya; and increase the effectiveness of border control and migration management of the Ethiopian migration services by the provision of essential technical equipment.

General Functions:

Under the general supervision of the International Centre for Migration Policy Development (ICMPD) Project Manager/Team Leader and the IOM Head of Mission in Addis Ababa and with technical support from the IOM Technical Cooperation on Migration Division in Geneva, the successful candidate will be responsible for the provision of substantive input and support the design and delivery of the training curriculum and all related training materials, monitor and coach newly trained immigration officers on-the-job.

In particular he/ she will:

1. Participate in consultations with the relevant government institutions to understand the challenges of border control in Ethiopia, under the direct guidance of the ICMPD Project Manager/Team Leader and IOM Head of Mission.
2. Work closely with the two international trainers in the implementation of the project activities as it relates to the challenges and needs identified by the government.
3. Undertake Training Needs Assessment (TNA) of the immigration authorities/border guards and relevant government institutions; together with the international trainers.
4. Design training curricula and all related training materials for border guards/immigration officers, together with the trainers.
5. Conduct an assessment on the equipment needs and prepare an inventory together with the Project Manager/Team Leader.
6. Participate in consultations with national stakeholders with the other experts and the Project Manager/Team Leader.
7. Provide trainings to border guards/immigration officers jointly with the international trainers and other short-term experts.
8. Monitor the work of border guards/immigration officers and trainers.
9. Provide training and guidance on the use of the technical equipments.
10. Evaluate the quality of training and make recommendations for improvement.
11. Perform such other duties as may be assigned.

Desirable Qualifications:

Education and Experience

a) Advanced University degree in Political, Social Sciences or Human Resource Management, International Relations, Law or alternatively an equivalent combination of relevant training and experience; b) eight years experience in migration and border management; including designing and delivering training programs in migration management; c) experience in liaising with government authorities, as well as national and international institutions; d) strong knowledge and experience working with migration management and border security in the Horn of Africa.

Competencies

a) Excellent writing, communication and negotiation skills, ability to prepare clear and concise report; b) excellent analytical skills; c) strong strategic, organizational and creative thinking skills; d) strong institutional knowledge of IOM; e) demonstrated gender awareness and gender sensitivity; f) ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds; g) personal commitment, efficiency, flexibility and drive for results; h) ability to take initiatives; and to work under pressure; i) high level of computer literacy.

Languages

Thorough oral and written communication in English. Working knowledge of French an advantage.

Note:

1. Appointment is subject to funding confirmation.
2. The tenure of contract of staff members holding a regular contract will remain unchanged.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by March 08, 2010 at the latest, referring to this advertisement.

For further information, please refer to: <http://www.iom.int/jahia/Jahia/pid/165>

In order for an application to be considered valid, IOM only accepts online profiles duly filled in and submitted with a cover letter not more than one page specifying the motivation for applications.

Only shortlisted candidates will be contacted. You can track the progress of your application in your personal application page in the IOM e-recruitment system.

Posting period:

From 22.02.2010 to 08.03.2010

Requisition: VN 2010/06 (O) – International Migration Expert-Trainer (P4) – Addis Abba, Ethiopia (53438465)
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