



IOM International Organization for Migration  
 OIM Organisation internationale pour les migrations  
 OIM Organización Internacional para las Migraciones

## Post Description

I. POSITION INFORMATION	
Position title	Regional Migration, Environment and Climate Change Specialist
Position grade	P.4
Duty station	Cairo, Egypt
Appointment type	Fixed term, one year with possibility of extension
Position rated on	
Position number	New position
Job family	Programme
Organizational Unit	TBD
Is this a Regional, HQ, MAC, PAC, liaison office or country office-based position?	Regional Office
Reports directly to	Regional Director, Regional Office Middle East and North Africa ( MENA)
Number of direct reports	TBD – please indicate
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>Under the direct supervision of the Regional Director for Regional Office for Middle East and North Africa (MENA) and the thematic oversight of the Migration, Environment and Climate Change (MECC) Head of Division at Headquarters (HQ), the successful candidate will act as a regional thematic resource person.</p> <p>S/he will monitor, assess and analyse regional thematic trends, plan and organize all aspects of the regional thematic project development, and review, endorse and track the projects related to the thematic area in the MENA Regional Office.</p> <p>S/he will plan and manage the development of MECC activities led by the Regional Office for Middle East and North Africa (MENA).</p>	
III. RESPONSIBILITIES AND ACCOUNTABILITIES	
<ol style="list-style-type: none"> <li>1. Act as a thematic resource person and oversee the capacity building, training, and general support to Country Offices (COs) in the Region. Ensure the capacities of IOM staff in the thematic area of MECC and to mainstreaming environmental and climate change dimensions in other relevant thematic areas.</li> <li>2. Ensure the determination and implementation of global and regional strategies in MECC thematic programming with Country Offices and Member States, provide technical input for the development of complementary national</li> </ol>	

strategies and connect the MECC field to other migration relevant policy and practice areas.

3. Act as the main counterpart to the MECC Division in HQ, ensure coordination, knowledge exchange and information flows between MECC Division, the RO and the Country Offices
4. Demonstrate a comprehensive understanding of migration, environment and climate change and provide technical guidance and information to governments and other agencies, and strengthen the knowledge base relating to the thematic area.
5. Identify and address the emerging issues relevant to the thematic area and develop regional and multi-country programmes and projects in the thematic area, and identify and assess the anticipated synergies between thematic areas in close coordination with the Regional Project Development Officer (RPDO).
6. Oversee the quality assurance by reviewing, endorsing and tracking the project proposals developed by COs in the Region, coordinate and provide regular updates to the MECC HQ Division on projects endorsed. Ensure that all endorsed projects are:
  - a) consistent with the IOM Constitution, IOM Strategy and the Organization's policies, MECC institutional thematic priorities, strategy, guidelines and manuals and any relevant national and/or regional strategies;
  - b) coherent, relevant, and feasible, and take into account good practices in the respective migration/thematic area(s);
  - c) developed according to IOM's project development procedures as established in the *IOM Handbook on Projects*.
7. Participate in and actively contribute to IOM's network of RTSs globally, analyze and share best practices with MECC Division and other relevant HQ Divisions and COs.
8. Contribute and provide strategic advice for the development of regional or global thematic guidance notes, information sheets and policy documents in coordination with the Regional Policy Officers (RLPOs), Country Offices (CO), the MECC Division and relevant HQ Division(s).
9. Provide thematic guidance to Project Managers through sharing information with the COs at the regional level and providing general technical support upon request from the COs in coordination with the RPLO.
10. Lead the delivery of quality MECC thematic training to governments as required by CO in the Region.
11. Represent IOM in the Region by actively participating in conferences, workshops and meetings related to the thematic area of expertise, as required by the Regional Director, in coordination with MECC Division at HQ. .
12. Provide thematic guidance on migration and sustainable development to Project Managers and project developers, and support the cohesion between MECC and transition and recovery projects, focused on disaster risk reduction

or climate change through sharing information with the COs at the regional level and providing expert advice and guidance upon request from the COs in coordination with the RPLO.

13. Perform such other duties as may be assigned.

#### IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

##### EDUCATION

- Master's degree in Political or Social Sciences, Economics, Migration Studies, International Relations, Law, Environmental Studies or a related field from an accredited academic institution with seven years of relevant professional experience; or
- University degree in the above fields with nine years of relevant professional experience.

##### EXPERIENCE

- Advanced understanding on migration in relation to environment, climate change and disasters;
- Demonstrated high level of expertise in the thematic area relevant to project development;
- Experience in the field of migration issues, including operational and field experience, IOM project development, management and reporting;
- Writing, research and publishing track record in particular in migration and environmental issues;
- Sound knowledge of international policy process in the areas of migration, climate change, environment, disaster risk reduction, knowledge of frameworks such as UN conventions on climate change, ecosystems, desertification, the Platform on Disaster Displacement, MICIC Initiative, etc.;
- Understanding of legal frameworks human rights approaches, soft law and protection issues related to environmental migration;
- Experience in liaising with governmental authorities, donors, academia, other national/international institutions and NGOs; and,
- Experience of regional issues is a distinct advantage.

##### SKILLS:

- Proven flexibility to coordinate contributions from diverse stakeholders;
- Excellent team building skills with a track record in team coordination and building trust; and,
- Knowledge of monitoring and evaluation.

#### V. LANGUAGES

Required  
(specify the required knowledge)

Advantageous

Fluency in English and French is required.

Working knowledge of any other IOM/UN official language is an advantage.

#### VI. COMPETENCIES<sup>1</sup>

<sup>1</sup> Competencies should be drawn from the Competency Framework of the Organization.

The incumbent is expected to demonstrate the following values and 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 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 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<sup>2</sup> – 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 potential.
- Empowering others and 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.

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<sup>2</sup> As applicable.