

guidance and in consultation with the direct supervisor and in line with IOM's programming and operations policies and procedures; Support the monitoring and evaluation of IOM migration, environment climate change projects and contribute to proactive work planning, risk management, and review processes; Support the review and drafting of project products, reports, and capturing of results and lessons learned; Support to the strengthening of the Country Office's response to climate change and environmental issues; Contribute to environmental sustainability efforts and the use of office/projects' resources and practices to help mitigate climate change, by conducting environmental resources analyses and recommendations; Participate in the UN Interagency Groups on environment and climate change, the IOM Country Office Climate Change Committee and provide technical support when designing UN common planning tools (CCA, CF, UN Strategies, etc) and in the implementation and monitoring of joint climate change initiatives.

2.6 JPO – Migration Policy Officer – Panama City, Panama

Conduct a review of the existing policies governing migration in Panama and provide a coherent picture of all relevant sections to create a more in-depth understanding of the legislation governing migration in Panama; In close coordination with the Information Management Team identify knowledge gaps in fully understanding the migration profile of Panama and responding to the Migration Governance Indicators, conduct independent research into specific topics in coordination with the relevant units, and/or contribute to ongoing research by strengthening the methodology to capture all data relevant also regarding the broader migration dimensions of Panama; Support the creation of the migration network and develop linkages between the migration network and the work of the Humanitarian Country Team. Support the government and IOM teams on the official reporting and communication regarding migration policy related activities (such as remittances studies, climate change, displacement and durable solutions, migration profile, diaspora engagement, out of country voting) and provide programmatic backstopping as required; Support the Government of Panama in gathering the required information to fully report on progress made towards achievement of the SDG point 10.7. Facilitate the work of discussion groups or trainings to support the government and civil society's understanding of migration and the 2030 agenda; Support the Head of PAC / Chief of Mission in rolling out the practitioner's guide for migration and the 2030 agenda, checking also that the UNDAF mid-term review, the new UNDAF cycle and also the Common Objectives as part of the nexus pilot in Panama adequately capture and mainstream migration throughout the collective work of the ONE UN; Proactively provide recommendations and project development support to programming related to migration and the SDGs in Panama, specifically through pooled funding and in close coordination with the IOM sister agencies of the UN system; Conduct duty travel to remote locations within Panama and neighbouring countries, as required.

2.7 JPO – Associate Legal Officer – Washington, United States of America

Draft, review and approve various types of contracts and agreements necessary for the funding and implementation of IOM projects in a timely manner, considering IOM's legal status, IOM's contract templates and the organization's policies, regulations, and rules; Research and provide advice on contract and compliance matters related to contracting with US donor entities, particularly US government; Provide advice regarding contracts with US private entities and contracts for IOM's operations in the US and abroad; Assist the Legal Officer and Legal Division Head in drafting, revising, and updating IOM contract templates, including identifying the needs of developing new templates and revising existing templates; Support the Legal Officer on conducting trainings for IOM staff on legal issues relating to contracts and agreements, particularly those with or funded by the US government; Participate in the negotiation of contracts and agreements ensuring that the interests of IOM are adequately protected; Work on a variety of in-house legal

issues concerning contractual matters, including drafting and reviewing research papers.

2.8 JPO – Project Support Officer – Montevideo, Uruguay

Support and contribute to the development of new programmes and projects that respond to the CO's priorities, in close coordination with programme units, relevant technical working groups and external partners, in compliance with donor's interests and requirements; Support in mainstreaming gender into existing programmes and activities, based on IOM policy on gender, as well as understanding how gender affects the types of migration undertaken. Contribute to the diversity and inclusiveness in consultations and participation in activities and addressing how migration influences gender roles and relations; Support fundraising actions by maintaining regular contact with donor relations counterparts, including facilitation and participation to the meetings and field site visits, contributing to the development, review and distribution of project funding submissions/proposals and appeals, and assisting with compiling information on donor policies and priorities; Provide technical inputs for the development and implementation of a robust monitoring, learning and reporting system to facilitate programme implementation, particularly about changing contexts, and compile and disseminate information and updates to stakeholders on progress and impact; Provide technical inputs for information requested by Headquarters, the Regional Office, other IOM Country Offices and external partners, such as donors, government, partner agencies, and implementing partners, in close coordination with project teams; Support and facilitate thematic training/workshops to government and civil society as required. Participate actively in conferences, workshops and meetings related to the thematic areas of expertise, as required; Support the coordination with different UN agencies, implementing partners and government counterparts through existing coordination platforms; Oversee appropriate data management for all programme components in accordance with IOM Data Protection Principles; Undertake project site visits, contribute to the data collection and analysis in support of project implementation and monitoring and evaluation of ongoing projects; Provide general support on project development and management to Uruguay CO in line with the IOM Project Handbook.

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3.1 JPO – Monitoring and Evaluation Officer – Dhaka, Bangladesh

Maintain and adjust the overall project/programme/strategy M&E framework in close coordination with Programme Managers and Head of MSU; Draft monthly, quarterly and/or annual project/programme/strategy reviews, participatory impact assessments, process and operations monitoring, real time, midterm and final evaluations and lessons learned workshops, while monitoring the compliance of M&E arrangements with the donor/UN/HQ requirements; Support the Monitoring and Evaluation of activities assigned to other staff to facilitate comprehensive and detailed coverage of project/programme through all stages of implementation; Collaborate with IOM Units, Implementing Partners and UNCT on both quantitative and qualitative monitoring aspects to provide relevant information for performance management and evaluations of project/programme/strategy activities for complying with regular reporting requirements; Draft regular monitoring reports to be shared with relevant stakeholders such as donors/UN agencies and coordinate with the CO's Public Information Officer with regards to utilization of M&E findings in Public Information materials. Ensure that evaluation reports are made available to the main stakeholders and donors, and are made public as per IOM Evaluation Policy; Participate to the selection of, and monitor the work of Implementing Partners that are sub-contracted to conduct surveys and studies required for monitoring and evaluating projects/programme/strategy, in line with procedural M&E and reporting guidance to be included in service providers' contracts; Review the availability and quality of existing social and economic data related to the project/programme/strategy area, the methods for collecting them and the degree to which they can provide baseline statistics and reference for project/programme/strategy monitoring and evaluation; Participate in the development of projects/programmes in the framework of CO's Strategy, Consolidated Appeal, Plans and/or Annual Report, in coordination with the operational and