



# STAFFING AND RECRUITMENT

IOM HUMAN RESOURCES

IOM is looking for a **National GBV Officer (re-add)** according to the Terms of Reference below. Interested applicants are invited to apply by **23.04.2019** at the latest, referring to the vacancy notice ref. code on the e-mail subject header.

## OPEN TO INTERNAL AND EXTERNAL CANDIDATES

<b>Reference Code:</b>	SVN-03/2019/S - BD1	<b>Position Title:</b>	National GBV Officer
<b>Duty Station:</b>	Cox's Bazar, Bangladesh	<b>Estimated Starting Date:</b>	As soon as possible
<b>Classification:</b>	NO-A/01 (UN Salary Scale)	<b>Type of Appointment:</b>	Special Short Term (Initially 03 months; with possibility of extension)
<b>Division/Unit:</b>	Protection		

### General Functions:

Under the direct supervision of the Protection/GBV Officer and the Protection Pillar Heads, and overall supervision of the Head of Sub Office, the successful candidate will be responsible for assisting in the day to day implementation Cox's Bazar protection programme/operations activities, ensuring that protection interventions undertaken by IOM staff and partners uphold protection principles and attain the highest levels of quality.

The incumbent will be assigned to inter alia, the following tasks:

1. Assist the GBV Operations Officer in overall management, monitoring and coordination of capacity building initiatives for protection staff and implementing partners.
2. Support supervision and capacity building of the GBV project field team
3. Provide technical assistance for IOM's GBV programmes, including training on case management, to ensure IOM's GBV programmes meet sectoral best practice
4. Support the implementation of responses that promote the protection of women and girls, especially through site management operations;
5. Provide technical support, including training and coaching, to field-based teams on, Gender-Based Violence prevention and risk mitigation measures as well as case management and psychosocial support and psychological first aid, and on management of women friendly spaces as per minimum standards.
6. Conduct regular on-site visits and provide remote support to IOM's other operational sectors in order to mainstream GBV prevention and risk mitigation and identify actions to support women and girl's safety, health, wellbeing and empowerment
7. Promote and facilitate the inclusion of GBV-sensitive indicators in NPM and other assessments; consolidate and analyze existing information on GBV risks to inform operational response.
8. In coordination with field teams develop a series of age-appropriate and specialized group emotional services to be provided to vulnerable women and girls.
9. Promote and facilitate the inclusion of GBV into humanitarian appeal processes and partner proposals;
10. Support Monitoring and Evaluation programmes
11. Assist in the development of local partnerships and capacity building
12. Liaise with key government counterparts to ensure effective partnership
13. Support the negotiation of partnership frameworks between IOM and national partners, especially the relevant MOUs;
14. Perform any other tasks as required

**IOM is an equal opportunity employer and women are encouraged to apply.**  
**IOM Offices and vehicles have smoke-free work environment.**

## Education, Experience and Skills:

- Master's degree/higher from an accredited academic institution preferably in psychology, women's studies, social work or public health.  
Or
- University degree from an accredited academic institution preferably in psychology, women's studies, social work or public health with minimum of two years-experience with either the UN and/or NGO, especially in emergency settings of progressively responsible professional experience in GBV in emergencies.
- Work experience with international humanitarian organizations, non-government organizations in a multi-cultural setting is an advantage.
- Team-work oriented, capacity to work independently; personal commitment, efficiency, flexibility, experience in working effectively and harmoniously with colleagues from varied cultures and professional backgrounds at all levels
- Demonstrated ability to work well under pressure and to keep deadlines
- Excellent communication and negotiation skills
- Sound Computer knowledge

## Method of Application:

Candidates with the required qualifications can apply through email by mentioning the reference code [SVN-03/2019/S-BD1: National GBV Officer \(re-add\)](#) in the subject line to: [DhakaJobs@iom.int](mailto:DhakaJobs@iom.int); with the following documents:

(i) *Application Letter/Cover Letter*

(ii) *Curriculum Vitae*

(iii) *Personal History Form (PHF) which can be downloaded from the IOM Dhaka website:*  
<https://bangladesh.iom.int>

(iv) *Scan copy of Photo*

**APPLICATION WITHOUT PROPER REFERENCE CODE MENTIONED ABOVE WILL BE DISREGARDED**  
**This is a re-circulation to widen the pool of candidates. Candidates who have previously applied for this vacancy do not need to re-apply.**

Please ensure that your application is complete with the above-mentioned documents. As incomplete applications generate an immense administrative burden for our organization. As a rule, candidates who have not properly submitted their application with required documents will be excluded from consideration.

**Any attempt for persuasion will be considered as a disqualification**

**ONLY SHORT-LISTED CANDIDATES WILL BE CALLED FOR ASSESSMENT**

***Note for internal candidates:***

*with refer to IN233 and Clause 7.5 of IOM Recruitment Policy:*

*Staff members selected for a VN/SVN in his or her same category at one grade higher than his or her personal grade shall be appointed at the advertised grade. A staff member selected for a VN/SVN to a position which is two grades higher than the staff member's current grade, will be appointed at the interim grade, and six months later at the higher grade.*