



## **POST DESCRIPTION**

### **JUNIOR PROFESSIONAL OFFICER**

| <b>I. POSITION INFORMATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                   |
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| Position title                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Migration Health Policy Officer                   |
| Position grade                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | P.2                                               |
| Duty station                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Addis Ababa, Ethiopia                             |
| Position number                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | New Position                                      |
| Organizational unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 10020454-SLO African Union                        |
| Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Special Liaison                                   |
| Position rated on                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 10 February 2024 by L. KHARATYAN                  |
| Reports directly to                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 20048903 - Senior Liaison Officer (African Union) |
| <b>II. ORGANIZATIONAL CONTEXT AND SCOPE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                   |
| <p>The International Organization for Migration (IOM) delivers and promotes comprehensive, preventive, promotive and curative health programmes that are beneficial, accessible, and equitable for migrants, displaced populations, other mobile populations, and host communities. Bridging the needs of both migrants and IOM Member States, IOM in close collaboration with partners contributes towards the physical, mental, and social well-being of migrants and displaced populations, enabling them and host communities to achieve social and economic development.</p> <p>IOM's Special Liaison Office in Addis Ababa (SLO), based on the IOM Continental Strategy for Africa and the Global Compact for Safe, Orderly and Regular Migration (GCM) objectives, aims to strengthen its efforts to address the nexus between migration and health within and across Africa, building on the African Union Health Strategy (2016–2030), the Migration Policy Framework for Africa (MPFA) and Plan of Action (2018–2030) and other relevant Regional Economic Commissions (RECs) and international health policy frameworks.</p> <p>Under the overall supervision of the Director for the Special Liaison Office in Addis Ababa (SLO) to the African Union (AU) and the United Nations Economic Commission for Africa (UNECA), and the direct supervision of the Senior Liaison Officer (African Union), via technical coordination with Migration Health Division (MHD) in Headquarters (HQ), the Migration Health Policy Officer will be responsible and accountable for providing support and contributing to SLO's engagements on migration and health programming and policy development at a continental level.</p> |                                                   |
| <b>III. RESPONSIBILITIES AND ACCOUNTABILITIES</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                   |
| <ol style="list-style-type: none"> <li>1. Support policy development and programming on migration and health by contributing to the liaison with the African Union Commission, Africa CDC, UNECA, and other key health stakeholders, including UN agencies.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                   |

2. Support the advocacy efforts to integrate migration-related health issues into AU policies and programmes, including migration-sensitive health systems, universal health coverage (UHC), and cross-border disease surveillance.
3. Contribute to raising awareness on the importance of including migrants and mobile populations in AU health strategies and initiatives.
4. Monitor and draft reports on the implementation of IOM's migration and health policies, frameworks, and programmes in alignment with AU and UN initiatives, supporting evaluations as needed.
5. Provide technical support for strengthening migration and health platforms, including cross-border public health surveillance, monitoring, and research efforts.
6. Contribute to cross-border coordination efforts, supporting Member States and partners in public health surveillance, leveraging Africa CDC's framework and IOM's Health, Border, and Mobility Management (HBMM) approach.
7. Contribute to drafting policy papers, background notes, and reports, supporting senior officials in responding to requests from IOM HQ, donors, and continental/global partners.
8. Facilitate coordination and information sharing with IOM HQ and Regional Offices verifying that migration health initiatives are aligned with AU strategies.
9. Stay updated on migration health trends and support collaboration with health agencies such as WHO's Africa Regional Office and other partners.
10. Contribute to the proposal development and resources mobilization for migration health projects, verifying the alignment with continental policies and priorities.
11. Provide technical support in developing multisectoral partnerships to strengthen community and cross-sector engagement in addressing the social determinants of health.
12. Participate at technical meetings on migration and health as required and assist in preparing talking points and background materials.
13. Perform such other related duties as assigned.

#### **IV. COACHING AND LEARNING ELEMENT**

As an integral part of the IOM assignment the Junior Professional Officer will:

- Gain a better understanding of IOM's work as the leading intergovernmental organization in the field of migration and health as part of it.
- Gain a better understanding of Global Fund's approach in humanitarian settings

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| <p>and Global Fund response to the health needs of migrants, IDPs, refugees and mobile populations.</p> <ul style="list-style-type: none"> <li>• Gain a comprehensive understanding and knowledge on migration and public health, through practical experience, working on projects and tasks focused on the three diseases and aligned with their area of expertise and interest.</li> <li>• Gain experience in working in an international multicultural environment within the United Nations system and the Global Fund system.</li> <li>• Gain experience in organization, management, and international cooperation activities.</li> <li>• Acquire technical knowledge in migration and health by working on formulating and editing institutional strategies, priorities, and workplans.</li> <li>• Access online training courses at the disposal of all IOM staff.</li> </ul> |
| <b>IV. REQUIRED QUALIFICATIONS AND EXPERIENCE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>EDUCATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <ul style="list-style-type: none"> <li>• Master's degree in Public Health, Epidemiology, Medical Sciences or a related field from an accredited academic institution with two years of relevant professional experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>EXPERIENCE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <ul style="list-style-type: none"> <li>• At least two years of relevant work experience in migration and health, public health, or a related field. This could include roles in research, program implementation, policy analysis, or project management;</li> <li>• Experience working in migration and health programs in field settings, such as refugee camps, migrant centres, or communities affected by displacement, is highly valued;</li> <li>• Exposure to working in an international or multicultural environment, or experience working with international organizations, NGOs, or UN agencies, is often preferred; and,</li> <li>• Experience in conducting research, data analysis, and preparing reports on migration and health issues is valuable for this position.</li> </ul>                                                                                     |
| <b>SKILLS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

- Good analytical and critical thinking skills to assess situations, identify trends, propose solutions based on relevant research, and capacity to analyse data/information;
- Good written and verbal communication skills, including the ability to draft reports and relevant documents and communicate clearly and concisely;
- Capacity to work collaboratively in a multicultural environment, fostering positive working relationships with colleagues and external stakeholders;
- Good organizational skills, including managing tasks, prioritizing responsibilities, and meeting deadlines;
- Flexibility and adaptability to work in a dynamic, fast-paced environment, adjusting to changing priorities, as needed;
- Demonstrated initiative to take on responsibilities, propose ideas, and contribute positively to projects, and,
- Understanding and commitment to the IOM's principles and values, including human rights, sustainability, and social justice.

## V. LANGUAGES

| Required<br>(specify the required knowledge)                         | Desirable                                  |
|----------------------------------------------------------------------|--------------------------------------------|
| Fluency in English (oral and written) is required for this position. | Working knowledge of French and/or Spanish |

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

The incumbent is expected to demonstrate the following values and competencies:

**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.

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

- 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 2**

- 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.

**SIGNATURES:**

1<sup>ST</sup> LEVEL SUPERVISOR

DATE

2<sup>ND</sup> LEVEL SUPERVISOR

DATE

STAFF MEMBER

DATE