



International Organization for Migration (IOM)
The UN Migration Agency

POST DESCRIPTION

I. POSITION INFORMATION	
Position title	Deputy Chief of Party (DCOP) and ME&L Officer
Position grade	NOC
Duty station	Tangier, Morocco
Position number	20038913
Job family	
Organizational unit	10004439
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	Country Office
Position rated on	14 May 2021
Reports directly to	20077178 – Chief of Party and Head of Sub-Office
Number of Direct Reports	4 staff (G5)
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>The International Organization for Migration (IOM) is an intergovernmental organization, created in 1951, which occupies a leading position on the migration scene. With 157 Member States in addition to 10 other States with observer status, and with offices in more than 100 countries, it works closely with its governmental, intergovernmental and non-governmental partners to manage migration in a good order and under conditions that preserve human dignity, promote international cooperation on the migration scene, facilitate the search for practical solutions to migration problems and offer humanitarian assistance to migrants in need, including refugees and internally displaced persons. IOM has been present in Morocco since 2001 and opened the mission in Rabat in 2007.</p> <p>IOM is implementing a follow-on program to the FORSATY program (2012-2019), the Morocco Community Resilience Activity (MCRA). The Program has a budget of \$24,000,000 USD over 58 months and has approximately 200 full-time positions (including IP positions), including 30 IOM staff.</p> <p>The program is essentially implemented by local associations, through a total grant budget of \$8,000,000 USD.</p> <p>The DCOP is a key position for the program's overall success, requiring approval of incumbent from the donor.</p> <p>Under the overall supervision of the Chief of Mission (CoM) and direct supervision of the COP/Program Manager, the incumbent will be responsible and accountable for overseeing the work of Implementing Partners, Gender and Psychosocial</p>	

Components and Monitoring and Evaluation, and Learning transversal component, and be responsible for ensuring interim of the Program Manager.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

The incumbent will be responsible for the following tasks:

- Oversees all implementation activities carried out by the program's IPs, coordinating the contracting, grant management, and monitoring & evaluation functions related to the work of IPs.
- Manages relations with all national IPs.
- Sets and implements program policy regarding national IPs.
- Supervises M&E staff and ensures the Program's M&E and reporting functions.
- Supervises the Psychosocial component and ensures delivery of results for the component.
- Plans, develops, and organizes capacity building activities in monitoring and evaluation for IP.
- Directly oversees the Program's Gender and CVE component and the work of a full-time service provider (providing an International CVE and Gender specialist).
- Directly oversees the Program's Learning transversal component.
- Coordinates the work of the other components of the program in annual programming and technical support to IPs, including Education, Vocational, Community programming, and Organizational Support.
- The DCOP seconds and fills-in as acting COP for all management matters pertaining to the project and is the acting COP when the COP is not in present.
- Ensures direct relations with the donor on issues pertaining to Monitoring and Evaluation and to the piloting of the USAID Complexity Aware Monitoring, Evaluation Learning (CAMEL) system within MCRA
- Perform such other duties as may be assigned.

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE	
EDUCATION	
<ul style="list-style-type: none"> • Master's degree in Business Administration, Development, Political or Social Sciences, Law, or a related field from an accredited academic institution with five years of relevant professional experience; or • University degree in the above fields with seven years of relevant professional experience. 	
EXPERIENCE	
<ul style="list-style-type: none"> • Experience in Monitoring and Evaluation and Policy and Programming at the international level. • Field experience, including coordination and cooperation with international institutions and coordination bodies. • Experience as a direct supervisor and coordination of project teams. • Experience in the usage of office software packages (MS Word, Excel, etc.). • Knowledge of IOM project management procedures and rules. 	
SKILLS	
<ul style="list-style-type: none"> • In depth knowledge of the broad range of migration related subject areas dealt with by the Organization and its mandate; and, • Knowledge of UN and bilateral donor programming. 	
V. LANGUAGES	
Required (specify the required knowledge)	Desirable
Fluency in English and French (oral and written).	Working knowledge of Arabic.
VI. COMPETENCIES ¹	
The incumbent is expected to demonstrate the following values and competencies:	
Values <ul style="list-style-type: none"> • <u>Inclusion and respect for diversity</u>: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible. 	

¹ Competencies and respective levels should be drawn from the Competency Framework of the Organization.

- 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

- 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

- 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 & 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.

How to apply:

Candidates interested by this job advertisement and holding required qualifications are invited to send their CV and a motivation letter accompanied by two professional references to iomrecrute@iom.int at the latest on **28 September 2021** by midnight in Moroccan time, indicating the title of “**Deputy Chief of Party (DCOP) and ME&L Officer** “ on the subject line of the email

Only Moroccans and residents in Morocco in possession of a required valid work permit can be considered for this position.

Only shortlisted candidates will be contacted.