



IOM International Organization for Migration

CALL FOR APPLICATIONS

Position	: Consultant (Climate Mobility National Adaptation Plan)
Organizational Unit	: Community Resilience
Duty Station	: Koror, Republic of Palau
IOM Classification	: Consultancy
Type of Appointment	: Consultancy, Nine (9) months with the possibility of extension
SVN No.	: CFA PW 2024_001
Estimated Start Date	: As soon as possible
Closing Date	: 25 July 2024

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. To the vacancy, internal candidates are considered as first-tier candidates.

Project Context and Scope:

Pacific Climate Change Migration and Human Security Programme (PCCM-HS) Phase II

The programme contributes to strengthened resilience and adaptive capacity of Pacific Islanders in the context of climate change and disasters, ensuring that migration and relocation remains a choice, and displacement is averted, minimized and addressed.

The programme will support the following outcomes:

- Governments cooperate at the (Pacific) regional and sub-regional level to manage climate mobility (outcome 1);
- Pacific Governments develop and implement national policies to address climate mobility (outcome 2);
- Pacific civil society actors, worker and employer organizations, and communities actively engage in national, regional and global processes to manage climate mobility (outcome 3).

The programme is being delivered through a partnership, with the International Organization for Migration (IOM) as the lead agency, alongside UN Economic and Social Commission for Asia and the Pacific (UNESCAP), International Labour Organization (ILO) and the Office of the High Commissioner for Human Rights (OHCHR), along with the Platform on Disaster Displacement (PDD) and Pacific Islands Forum Secretariat (PIFS).

Under the overall supervision of the Chief of Mission, International Organization for Migration Micronesia and the direct supervision of the Head of Sub-office, IOM Palau and in coordination with the PCCMHS Programme Manager in Fiji, the successful candidate will support the implementation of the Pacific Climate Change Migration and Human Security programme (PCCMHS) Phase II in Palau. Specifically, the consultant will be responsible for leading the inclusion of human mobility into the Government of Palau's National Adaptation Plan and providing technical support in coordinating the development and implementation of the human mobility components of the project.

Core Functions / Responsibilities:

Assist the Head of Sub-office, IOM Palau in supporting the implementation of the PCCMHS Phase II Programme through the following tasks:

1. Work closely with the relevant focal points identified by the Government of Palau and IOM in conducting a comprehensive review of existing policies, relevant data and stakeholders, in particular, on areas associated with climate mobility and draft a context paper to assist mainstreaming of human mobility in the National Adaptation Plan.
2. Integrate human mobility into the vulnerability assessment tool to inform the development of the National Adaptation Plan.
3. Organize national and community consultations on climate related mobility (covering issues related to displacement, migration and planned relocation) bringing together participants from Government, civil society, communities and academia. This includes organization of relevant preparatory meetings, overall coordination of logistics, presentations, meeting documents (concept note, agenda, background documents) and drafting meeting minutes and summary reports.
4. In coordination with Government of Palau focal points, coordinate and support the development of a methodology including required technical assessments, national and community consultations to mainstream human mobility in the National Adaptation Plan.
5. Draft and finalize human mobility report summarizing the desk review, key findings from the technical assessments and consultations. The report will serve as an input to the National Adaptation Plan and will be in line with the format required by the Office of Climate Change.
6. Develop capacity building content and support the delivery of capacity building sessions with identified target communities. This includes conducting relevant capacity gaps surveys, overall coordination of logistics, development of presentations, meeting documents (concept note, agenda, background documents) and drafting summary reports.
7. Regular liaison with relevant ministries (including the Office of Climate Change) and coordination with technical experts, civil society organizations, donor representatives and other stakeholders, as required in Palau.
8. Develop communications content related to the programme activities including X (formerly known as Twitter) and other social media updates, press-releases and disseminate as required.
9. Provide bi-weekly updates to IOM Palau and the PCCMHS team in Fiji and the Government of Palau focal points, as required.
10. Strictly comply to IOM's policies and procedures including prevention of sexual exploitation and abuse and promotion of a respectful work environment.
11. Perform such other duties as may be assigned by the direct supervisor.

Performance indicators for the evaluation of results:

- Performance should be assessed according to a clear workplan identified at the outset of the consultancy, aligned with the Palau national workplan approved under the PCCMHS Phase II programme. The workplan will indicate a list of tangible and

measurable deliverables of the work assignment.

- Deliverables will be provided to the Head of Sub-office, IOM Palau and the PCCMHS Programme Manager in Fiji over email, along with brief written summaries of key meetings with governments, experts and other stakeholders.
- Payments will be disbursed on a monthly basis based on the number of days worked to finalize the deliverables, aligned with the submitted workplan.
- Submitted timesheets and deliverables will be attached as means of verification. Any deviation to the workplan and deliverables will be mutually agreed over email.

Required Qualifications and Experience:

- University degree in Political or Social Sciences, Climate Change, Sustainable Development, Refugee and Migration Studies, International Relations, Law or a related field from an accredited academic institution with at least five years of relevant professional experience; or
- Completed High School / Secondary school education with at least seven years of relevant professional experience preferably in the Pacific Region.
- Experience in liaising with governmental authorities and civil society, as well as national and regional institutions.
- Experience in organization national consultations, including report writing.
- Experience in project implementation and/or policy development.

Skills:

- Demonstrated expertise in climate change, environmental issues and/or disaster risk reduction and migration.
- Knowledge or experience of national issues and Pacific level issues an advantage.
- Excellent written and oral communication skills.
- Experience in working in a multi-partner or regional project and with UN agencies is an advantage
- Prior experience working for IOM, a UN agency is an advantage.

Languages:

Fluency in English (oral and written); Working knowledge of Palauan languages is an advantage.

Note

- The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.
- The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

Travel required:

Undertake duty travel as required to support with PCCMHS programme implementation and other related activities.

Required Competencies:

The incumbent is expected to demonstrate the following competencies:

Values:

- **Inclusion and respect for diversity** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency**: maintain 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 1*

- **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.

Other:

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

Applicants residing in the Pacific are strongly encouraged to apply.

How to apply:

Interested candidates are invited to submit their applications via email to HRmicronesia@iom.int indicating position applied on subject line by **Thursday, 25 July 2024**.

In order for the applications to be considered valid, IOM only accepts applications with a cover letter not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line **CFA PW 2024_001 – Consultant (Climate Mobility National Adaptation Plan), Koror**.

All applications should include a functional email address, mobile numbers, and detailed curriculum vitae (CV).

Please note only shortlisted candidates will be contacted.

Posting period:

From 03.07.2024 to 25.07.2024