



IOM International Organization for Migration

Open to Internal and External Candidates

Position Title : **Training Specialist**
Duty Station : **Iraq, Erbil**
Classification : **All-inclusive equivalent to P2 of the UN Scale**
Type of Appointment : **Consultant (TBA)**
Duration of Appointment : **Six (6) months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **22nd May 2018**
Reference Code : **SVN2018/IRQ/077**

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. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

Under the overall supervision of the Chief of Mission (CoM) and the Programme Manager of MMU, and the direct supervision of the Analysis and Information Management Coordinator, the incumbent will work to re-design training material for the Community Policing programme.

Specifically, the incumbent will adapt existing training curriculum for law enforcement and community members to apply the Community Policing approach to rebuild trust in the communities. The incumbent will then train IOM staff on delivering this training and will subsequently monitor staff when they deliver the training. In particular, the incumbent will work to strengthen the themes around inclusive policing and building mechanisms to ensure that women and youth are more actively included in peace and security dialogue.

Core Functions / Responsibilities:

Summary of key functions:

1. Under the supervision of the Analysis and Information Management Coordinator, adapt the existing Community Policing training for law enforcement officers to be more interactive, and responsive to the gaps identified through out implementation.

2. Under the supervision of the Analysis and Information Management Coordinator, adapt the existing Community Policing training for community members to be more interactive, and responsive to the gaps identified through out implementation.
3. In coordination with the Peace, Security and Gender Officer, develop training materials for community members to increase the participation of women and youth in peace and security dialogue.
4. Develop training materials in English and Arabic including agendas, power point presentations, training exercises and training feedback tools such as post-training tests and evaluations.
5. Within the Analysis and Information Management team, provide input into the design of tools and mechanisms aimed at gathering qualitative field data and improving the monitoring process of field activities.
6. Develop an easy to use training report template for IOM staff to use to assess the success of the training in order to identify what needs improvement.
7. Develop and deliver training of trainer (ToT) trainings for IOM staff on the re-designed Community Training curriculum for law enforcement and community members.
8. Monitor and evaluate for future inputs the delivery of training by IOM staff to law enforcement and community members in the field.
9. Under the supervision of the Analysis and Information Management Coordinator, liaise with other IOM units to develop training materials in line with IOM standards and to ensure data collection and representation is consistent and correct.
10. Under the supervision of the Analysis and Information Management Coordinator, provide inputs into any future programme development with regards to training methodologies and budget.
11. Identify gaps coming from the field and suggest strategies to be adopted in order to enhance the Community Policing Fora and Community Policing Department performance at the local level.
12. Under the supervision of the Analysis and Information Management Coordinator and in coordination with MMU senior management, keep track of spending on training related budget lines.
13. Adhere to the applicable IOM policies and procedures with regards to field travel, preparation of trainings and any other work.
14. Support adequate levels of information sharing between internal units, cluster partners, IOM and other emergency response actors.

Required Qualifications and Experience:

- University degree or Masters, or an equivalent combination of relevant training and field experience in the areas of community engagement, delivery of training and social sciences.
- Minimum experience of 7 years in related field.
- Ability to work harmoniously with colleagues from varied cultures and professional backgrounds.
- Personal commitment, efficiency, flexibility, and drive for results.

- Strong computer background including experience with relational database and Microsoft applications such as Excel, PowerPoint, Word, and Outlook.
- Works effectively in high-pressure, rapidly changing environments.
- Ability to coordinate actions with emergency response actors and makes use of coordination structures.

Language:

- Fluent in English, command of Arabic necessary.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

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.

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

How to apply:

Interested candidates are invited to submit their applications via a link:

<http://iomiraq.net/vacancies/training-specialist>

In order for an application to be considered valid, IOM only accepts online profiles duly completed. Only shortlisted candidates will be contacted.

Posting period:

From 08.05.2018 to 22.05.2018