



United Nations – UN-Secretariat

Junior Professional Officer Program (JPO) Chiffre Nr. 2024-2-41

TERMS OF REFERENCE

I. General Information

Title: JPO in Coordination (Durable Solutions)

Sector of Assignment: Humanitarian Affairs/Developments

Organization/Office: United Nations/Office of the Deputy Special Representative of the Secretary-General/Resident Coordinators Office

Country and Duty Station: Baghdad, IRAQ

Duration of assignment: 2 years with possibility of extension for another year. The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

II. Supervision

Title of Supervisor:

Durable Solutions Advisor, Resident Coordinator Office

Content and methodology of supervision:

During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize his work plan. The final work plan will be discussed and mutually agreed between the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate the JPO's performance.

III. Duties, Responsibilities and Output Expectations

Within delegated authority, the Junior Professional Officer will be responsible for the following duties:

Under the direct supervision of the Durable Solutions Advisor, the JPO will support the activities related to the implementation of the DS strategy and IDPs. He/she will be responsible for enabling the delivery of the RCO work plan for durable solutions and supporting inter-agency collaboration on durable solutions and supporting. During the period

of assignment, other opportunities may be identified for the JPO to ensure their career development.

The JPO would:

- Engage with NGOs, civil society, representatives of Member States, academia, UN bodies, and Iraqi institutions to monitor and analyze the situation of IDPs/returnees including IDPs of minorities such as the Yezidi community.
- Support the RCO to, report to and brief the diplomatic community about the challenges of IDPs/returnees including IDPs of minorities such as the Yezidi community.
- Support the DS Advisor to develop and, where appropriate, coordinate initiatives to strengthen the response to IDPs and AI Hol returnees to IRQ including their reintegration into their home communities.
- Support the work of the DS architecture as outlined in the UNSDCF (including the DSTF) and facilitate meetings, agenda preparation, note-taking, and other tasks requested by the DSRSG/RC/HC and the DS advisor.
- Contribute to the drafting of talking points, background notes, and other briefing materials in support of senior leadership on issues of IDPs and durable solutions, and AI-Hol and IPD minorities such as the Yezidi Community.
- Support the DS advisor with a coherent media and public outreach strategy with UN agencies and INGOs to support a smooth implementation of the DS architecture and IDP response, including for people returning from AI-Hol.
- Contribute to annual plans, periodic updates and annual reports on the ONE DS Action Plan and in general ensure that a practice of monitoring and review is developed amongst all DS actors.
- Contribute to the analysis of relevant policy frameworks on displacement and coordination.
- Update and disseminate DS information whenever relevant and necessary.
- Travel to field offices to support the coordination efforts of the Residents Coordinator, as needed, and to Erbil for coordination with UNAMI and local authorities/NGOs at least two times during the program period.

IV. Qualifications and Experience

Education:

Master's degree in Social Sciences (International Development, International Relations, etc.), Law (International Law, IHL, etc.), or a related field.

Work experience:

A minimum of 2 years of relevant work experience in development, humanitarian, or international financing with governments, international organizations, NGOs, or research institutes. Field experience with the UN or other intergovernmental or non-governmental organizations is an advantage. Experience in a conflict or post-conflict situation is an advantage. Good knowledge of the UN multilateral system, tools, mechanisms, and processes is an asset.

The candidate should have strong writing, analytical, communication, and organizational skills.

Languages:

Fluency in written and spoken English; knowledge in Arabic an asset.

Other Skills:

- Effective negotiation, presentation, and communication skills.
- Good writing skills, and experience in external communication or advocacy are a plus.
- Effective administrative skills: planning, organizing, managing, overseeing, and coordinating.
- People skills: politically, context, and culturally sensitive; ability to build and manage interpersonal relationships.
- Flexibility and ability to adapt to change, as well as living and working in a challenging environment.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

V. Learning Elements

On completion of the assignment, the JPO will have/be able to...

- An in-depth understanding of the mandate and activities of UNDCO, Resident Coordinators and UNCTs;
- Experience in providing analysis and advice to senior UNDCO officials on SDGs;

- Enhanced skills in report writing and presentations;
- Enhanced skills in various subjects through UN trainings;
- A network of colleagues from the UN, Member States, sub-regional entities, academia and civil society on issues pertaining to SDGs, Agenda 2030 as well as sustainable development in general;
- Experience in planning, time management and working effectively in a dynamic and multi-cultural environment.

VI. Background Information

The Government of Iraq and the international community have recognized the need to end protracted displacement and collectively support Durable Solutions (DS) for Internally Displaced Persons (IDPs), returnees, and their host communities. The protracted, successive, and complex crisis in Iraq has forced the international community to rethink its engagement in the country, while the broader Iraq context has provided a unique opportunity to improve partnership with the Government in finding DS for IDPs. This includes the provision of special assistance for individuals and families that have returned from Al-Hol, Syria.

The approach adopted in the process recognizes the fact that working towards DS means gradually addressing socio-economic needs and decreasing vulnerabilities of displacement-affected communities while strengthening their capacities, skills, and resilience. Through returns, local integration, or resettlement elsewhere, IDPs should eventually be socially and economically integrated - and not stigmatized or discriminated based on their IDP status. They should be able to live a life of dignity, prosperity, and well-being like any other citizen of Iraq. This strategy reflects the concept of durable solutions as defined by the international community¹ and is also in line with the efforts of the Government of Iraq to move away from the provision of humanitarian assistance to more long-term and sustainable programs.

Since the summer of 2019, the Durable Solutions “file” has notably progressed in Iraq. In 2020, a Durable Solutions Plan of Action was endorsed, and a Durable Solutions Task Force was created. The strategy was finalized, endorsed, and incorporated into the UNSDCF which was signed by RC/HC and the Iraqi Minister of Planning on 5 September 2021. The Government published the “National Plan for Getting IDPs Back To Their Liberated Areas” Strategy for Internally Displaced Persons which aligns with the UNSDCF chapter on DS. The Government of Iraq and the UN are in dialogue about develop a ‘roadmap to accelerate the national plan’ – which will address some of the legacy issues and challenges with the implementation of this plan. Iraq has been identified as a pilot country in the ‘Action Agenda on Internal Displacement’ and the RCO works closely with the Office of the Special Advisor on Solutions to Internal Displacement.

In 2020, the UN has been collaborating with the Government of Iraq to provide assistance and sustainable solutions to people returning to Iraq from Al-Hol, northeast Syria. In September 2023, an All of UN Plan was launched to outline the principles of the response and the durable solutions approaches for this group.

The JPO will be provided with a unique opportunity to work with a country office that has advanced discussions on Durable Solutions and is a leading country under the Action Agenda. The JPO will have an opportunity to work with a DS advisor, who leads multi-stakeholder engagement and advocacy efforts on IDPs and Solutions with authorities, at the national and

¹ See: the IASC (Inter-Agency Standing Committee) Framework for Durable Solutions to Internal Displacement: www.brookings.edu/research/reports/2010/04/durable-solutions.

especially at the Governorate level, the International Community including INGOs, the corporate sector, and the relevant UN coordination mechanisms.

The deployment will support technical experts at the DSRSG/RC/HC, the Durable Solutions Task Force, partners, and communities on IDP durable solutions policy and programming. The RCO is optimistic that a Roadmap will be agreed upon between the Government of Iraq and the United Nations, and the JPO will be involved in the monitoring and follow-up of the implementation of this agreement alongside the DS advisor and other relevant coordination bodies.

The JPO will be based in the DSRSG/RC/HC Office in Baghdad. Due to the area of responsibility, the JPO will also closely coordinate with UNAMI Erbil and travel there regularly. He/she will be offered opportunities to travel to field locations as often as necessary and subject to DSRSG/RC/HC needs.

Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro Führungskräfte zu Internationalen Organisationen (BFIO) unter Angabe der Chiffre Nr. 2024-2-41 auf dem Bewerbungsbogen.

Alle Informationen finden Sie unter www.bfio.de