

Position Title : **Global Coordinator (Displacement Tracking Matrix)**
Duty Station : **Berlin, Germany**
Classification : **Professional Staff, Grade P5**
Type of Appointment : **Fixed term, one year with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **31 March 2023**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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 work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. External female candidates:
3. Candidate from the following non-represented member states:
Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Sao Tome and Principe; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states of IOM and female candidates.

Context:

In a complex and uncertain world, the useful application of data for evidence-based policy and action is needed now more than ever. Whether it be helping displaced people find durable solutions in the face of climate change, to analysis that allows better forecasting of migration trends and preparedness—managing human mobility to contribute to sustainable development requires a data-driven approach.

The International Organization for Migration (IOM) has an abundance of information about human mobility: With offices in almost every country, IOM is trusted by its Member States for deep domain knowledge and field expertise. IOM has strategic partnerships with other United

Nations (UN) agencies and stakeholders in the UN Migration Network. It works directly with a wide range of beneficiaries and enjoys a place at the forefront of data protection efforts within the UN system.

IOM established the Global Data Institute to harness the power of its data for operations, making meaning of global migration patterns, and providing foresight. The Global Data Institute capitalizes on synergies between its two units--the Displacement Tracking Matrix (DTM) and the Global Migration Data Analysis Center (GMDAC)--and collaborates with a network of regional data specialists to illuminate the global data story of human mobility.

This position plays a crucial role in implementing IOM's migration data strategy. DTM is the premier producer and manager of the largest global repository of primary displacement data, and facilitates data comparability and interoperability. The Global Coordinator (Displacement Tracking Matrix) will ensure that DTM collaborates with GMDAC and other IOM units to elicit and provide timely analysis of data to track progress towards relevant international frameworks. This position manages a large and growing team of data specialists and engineers across IOM's Headquarters (HQ), the GDI office in Berlin, and regional locations.

The successful candidate ensures strategic guidance and technical support to DTM which informs IOM operations and durable solutions, sustainable development, and building resilience. The accuracy of information generated and provided either in writing or verbal communications with stakeholders and other partners will have a direct impact on the advice and actions of IOM operations and with Member States and partners.

This position will be under the overall supervision of Deputy Director General for Operations and the direct supervision of the Director Global Data Institute.

Core Functions / Responsibilities:

1. Strategic leadership, policy and advocacy to achieve Displacement Tracking Matrix mandates;

- Takes the lead in exploration, identification, and acquisition of data sources to determine their suitability for use in decision making and advancing the goals of the organization. Enables broader use of data sources by applying quality methods to structure, clean, format, parse, and standardize for analytical use;

- Coordinates the design and development of data science products to reveal insights and provides an understanding or knowledge of the data that would otherwise not be detected without the application of advanced analytical methods such as artificial intelligence, machine learning, predictive analytics, data and text mining, natural language processing, statistics, and use of relevant algorithms and computational approaches;

- Coordinates the design and development of customized visualization and presentation products to reveal the findings of analysis for clients, suitable for all forms of production to include briefings, reports, documentation to oversight bodies, interactive interfaces, and publication quality outputs;

- Takes lead in capacity building on methodology development and deployment, building data fluency across organization and with partners;

- Represents the organization at international and regional meetings and inter-agency activities;

- Advises senior management on trends and developments in data science and recommends appropriate courses of action; provides analysis of migration-related data and information to inform policy discussions;

- Develops and delivers data science solutions to better enable the planning, decision making, and implementation of IOM's migration data strategy and DTM's work. Through close relationships with GDI partners, and country- and regional offices, designs products that provide situational awareness, insight, and predictive assessment to guide programme management and execution. Contributes to identifying significant issues and opportunities to implement innovative approaches and evidence-based reasoning to complex organizational issues.

2. Management and mobilization of resources;

- Manage flagship DTM initiatives and partnerships under management;
- Plans and directs the work programme on data science, providing both methodical and managerial supervision of all activities;
- Ensures the delivery of all aspects of the DTM annual workplan including quality control in line with best practice;
- Plan and manage the financial resources of DTM with integrity and ensures accountability to the organization and its donors and contributors including reporting;
- Enhance GDI and the organization's effectiveness in resource mobilization efforts by identifying potential donors and developing relevant new projects in line with GDI and IOM mandates and strategy.

3. Leading teams;

- Ensures a respectful and inclusive workplace for a diverse international staff;
- Recruits, leads, trains, coaches and supervises staff to deliver high-quality work individually and as teams; evaluates staff performance;
- Orchestrates the liaison with technology stakeholders to access infrastructure, software and services needed to develop and deploy data science products;
- Ensures close working relationships with key stakeholders to leverage the use of data science methods to support their programmatic areas with products, tools and processes to extend the capabilities of country and regional offices;
- Facilitate day-to-day collaboration with GMDAC, cross-departmental work in the Operations pillar and other pillars of the organization.

4. Performs any other duties required to meet the overall Global Data Institute's as well as organization-wide mandates, goals and objectives, including participating in the overall management of organization-wide and division-wide activities, such as serving as a member of groups as assigned.

Required Qualifications and Experience:

Education

- Master's degree in Data Science, Mathematics, Statistics, Engineering or related field from an accredited academic institution with ten years of relevant professional experience; or,
- University degree in the above fields with twelve years of relevant professional experience.

Experience

- Track record of progressively responsible experience coordinating teams working with senior management, regional and country stakeholders, and data science, data analytics, information management, or related area to deliver actionable data required;
- Experience in data operations required;
- Experience in statistical and computational methods, such as clustering, classification, correlation, dimension reduction, forecasting, machine learning, detecting outliers, and regression is desirable;
- Experience in data science tools such as Jupyter, Matlab, Knime, SPSS, SAS or similar statistical programming languages such as R, Python, Javascript, tools for large datasets such as Hadoop, Spark or related is desirable.

Skills

- Familiarity with data collection and management in the context of humanitarian emergencies desirable.
- Knowledge of UN and bilateral donor programming.

Languages

IOM's official languages are English, French, and Spanish.

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (Arabic, Chinese, French, Russian, or Spanish).

For all applicants, fluency in English is required (oral and written). Working knowledge of French and/or Spanish is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required 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.
- **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 3

- **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.

Managerial Competencies – behavioural indicators level 3

- **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 leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

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

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 31 March 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 16.02.2023 to 31.03.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 53 Global Coordinator (Displacement Tracking Matrix) (P5) Berlin, Germany
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