

IOM Poland  
CALL FOR APPLICATIONS

Reference Number : **PLCFA22-083**  
Position Title : **Community Engagement Assistant**  
Duty Station : **Przemysl**  
Type of Appointment : **Special Short-Term Ungraded Contract**  
Closing Date : **Open-ended**

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. The International Organization for Migration (IOM) is committed to the principle that humane and orderly migration benefits migrants and society. As the leading international organization for migration, IOM acts with its partners in the international community to: assist in meeting the growing operational challenges of migration management; advance understanding of migration issues; encourage social and economic development through migration, and; uphold the human dignity and well-being of migrants.

IOM has been active in Poland since 2002 under an agreement with the Polish government and conducts various migration programs, including activities supporting the integration of male and female migrants into Polish society. IOM in Poland implements projects aimed at the private sector to promote ethical recruitment, respect for the rights of migrants and migrant women as well as the elimination of forced labour from value chains and the prevention of human trafficking.

**Context:**

The conflict in Ukraine has led to the overspill of over a million forcibly displaced persons to Poland. As migratory flows continue unabated, IOM is urgently and significantly boosting its capacity in Poland to provide multi-sectoral assistance to respond to urgent emerging humanitarian needs in a dynamic context.

Under the overall supervision of the Mental Health and Psychosocial Support (MHPSS) Coordinator and the direct supervision of the Psychosocial Mobile Team Lead (Psychologist), the successful candidate will be as part of the Psychosocial Mobile Team (PMT), roving to various sites to cover needs and responsible for developing relevant community engagement strategies and activities.

**Core Functions / Responsibilities:**

1. In coordination with the Psychosocial Mobile Team Lead, support the design and implementation of the Community Engagement strategy across sites, ensuring that Community Engagement activities are meaningful and inclusive; promote community empowerment and self-reliance, especially targeting beneficiaries most in need of assistance and protection.
2. Deliver community engagement activities using creative, arts-based, drama, music, sports and play, etc. means for both refugee, migrants and third country nationals (TCN) arriving from Ukraine and host communities ensuring a participatory approach, relevance, contextualization, and cultural sensitivity of content.
3. Engage communities in decision-making through structured community meetings; conducting thematic Youth and Women Committees and facilitating focus group discussions (FGDs) that guarantee inclusion, participation, and representation.

4. Ensure effective feedback mechanisms are in place and that feedback from beneficiaries is followed by specific actions and incorporated into meaningful and inclusive community engagement activities that promote resilience, self-reliance and accountability.
5. Support the Psychosocial Mobile Team Lead (Psychologist) in liaising with on-site and local actors, municipalities, service providers, partners, and other stakeholders to design and implement joint activities, workshops and training sessions, donations, recreational events, etc., to promote integration and cultural diversity.
6. Develop, establish, and maintain community participation and engagement mechanisms, tools, and templates to ensure transparency and effective communication within the teams and communities in the sites.
7. Coordinate with all different departments and disciplines in planning and organizing activities and events in and outside the sites.
8. Liaise with IOM partners, local organizations, service providers, volunteers, and other stakeholders to strengthen inter-agency coordination.
9. Identify, promote, organize, and coordinate the opportunities for collaboration with local communities and local stakeholders.
10. Conduct field monitoring visits and other duty travel as required.
11. Perform other related duties as may be assigned.

### ***Required Qualifications and Experience***

#### **Education**

- University degree in Social or Political Science, Psychology, Communications, Education, Arts or a related field from an accredited academic institution with minimum three years of relevant professional experience.

#### **Experience and Skills**

- Experience in a humanitarian setting in a similar role;
- Experience in working with vulnerable populations with migrant/refugee backgrounds, including practical application of Protection and Communicating with Communities' tools and principles;
- Experience in Communication with Communities, in designing and facilitating feedback mechanisms, tools and good practices and needs - oriented training sessions;
- Experience liaising with governmental and diplomatic authorities and stakeholders, local and international organizations, UN agencies, non-government and national institutions/organizations;
- Knowledge and understanding of the refugee and migration issues in Greece, the systems, and processes in place to facilitate refugees' access to services, education, health care, and social benefits;
- Strong work ethics and commitment to humanitarian principles;
- Ability to work under strict deadlines both independently and within a team;
- Willingness to work in a challenging, fast-paced and multicultural environment; Strong organizational, facilitation, interpersonal, communication, writing and presentations skills;
- Proficient use of Microsoft Office environment and office software packages, including working knowledge of spreadsheet and database packages with experience in using web-based management systems.
- Valid driver's license with at least five years driving experience an advantage.

#### **Languages**

Fluency in **Polish** (written and oral) and **Russian or Ukrainian** is required; good knowledge of written and oral **English** is an advantage.

#### ***Required Competencies***

IOM's competency framework can be found at this [link](#).

## Values

- **Inclusion and respect for diversity**: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **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 – behavioural indicators

- **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:***

IOM is committed to a diverse and inclusive environment.

This post is subject to local recruitment. Only those holding a valid residence and work permit for Poland will be eligible for consideration.

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

At the time of recruitment, all candidates must disclose any known relative or spouse who works for IOM. Candidates may also be requested to provide documentary evidence of academic degree(s), professional licenses, and proof of no criminal records as relevant to the requirements of the position advertised.

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

**Vaccination against COVID-19 will be required for IOM personnel who are hired or otherwise engaged by IOM. As part of the mandatory medical entry on duty clearance, candidates will be requested to provide evidence of full vaccination.**

### ***How to apply:***

Interested candidates are invited to submit their application including a **CV and a completed Personal History Form in English by email to: [IOMPolandHR@iom.int](mailto:IOMPolandHR@iom.int)**., specifying the vacancy reference number **PLCFA22-083 and full name** in the subject line.

Please click this link to access the [Personal History Form \(two pages\)](#).

Due to the volume of applications received, IOM Poland will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates.

### ***Posting period:***

From 28 June 2022 – open-ended