



## IOM Poland CALL FOR APPLICATIONS

Reference Number : **PLCFA22-084**  
Position Title : **Psychosocial Mobile Team Lead**  
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 Chief of Mission and the direct supervision of the Mental Health and Psychosocial Support (MHPSS) Coordinator, the successful candidate will be leading the Psychosocial Mobile Team (PMT), roving to various sites to cover needs, and provide direct assistance.

### **Core Functions / Responsibilities:**

1. Monitor, support and supervise daily activities of the Psychosocial Mobile Team (PMT) teams.
2. Demonstrate time management skills in terms of deadlines and ensure flexibility in emergency situations.
3. Map existing national and humanitarian mental health and (psycho)social support services that are accessible to refugees and vulnerable migrants. Develop and maintain an efficient mental health and social service referral system in coordination with other governmental and/or partner agencies
4. Prepare the plan for psychosocial activities for the Psychosocial Mobile Team (PMT), conduct focus group discussions and awareness raising activities.
5. *As a psychologist*, psychosocial mobile team lead, identify and follow-up on pre-existing mental health conditions of clients and their treatment, as well as cases in need of immediate referral to clinical services in reception centres or host communities.

6. Conduct regular individual and group counselling sessions for Ukrainian refugees and arriving third country nationals with psychosocial needs.
7. Identify vulnerable cases among refugees, migrants, third-country nationals (TCN) arriving from Ukraine, including potential victims of trafficking, survivors of gender-based violence, unaccompanied and separated minors, unaccompanied elderly, pregnant women, people with severe intellectual and physical disabilities, etc.
8. Prepare documentation; leaflets and outreach messaging in collaboration with Community Support Assistants.
9. Coordinate with relevant authorities and civil society organizations and refer cases for further support.
10. Follow up in a case-management fashion, on the referral of the identified individuals.
11. Both, psychologists and social workers PMT leads, provide adequate capacity building to Psychosocial Mobile Team (PMT), IOM staff, and other relevant actors where applicable, such as line ministries, NGOs, migrant and host communities.
12. Establish a support system for families hosting refugees and in coordination with the municipality and relevant community stakeholders (community centres, churches, etc.) and develop adequate interventions (such as psychoeducation, peer support groups, IEC material, etc.).
13. Engage in adequate and effective coordination with other IOM staff members.
14. Prepare case reports and weekly statistics and submit to the MHPSS coordinator.
15. Ensure the confidentiality of medical information of the migrants and refugees.
16. Coordinate with the appropriate IOM teams and the PMT social workers to ensure that migrants' and refugees' basic needs are covered.
17. Undertake duty travel as requested e.g. along the Polish-Ukrainian border.
18. Perform other related duties that may be assigned.

## **Education**

- University degree in Psychology, Clinical Psychology, Social Work, Social Policy, Pedagogy, Psychology, Sociology, Political Science, Family Science, International Relations or similar from an accredited institution with minimum five years of relevant work experience.
- Master's degree in above fields an advantage.

## **Experience and Skills**

- Experience in emergency response settings would be a distinct advantage;
- Knowledge of Psychological First Aid (PFA) and IASC guidelines for MHPSS in emergencies, as well as health and migration administrative procedures is an advantage;
- Excellent counselling and clinical skills as a psychologist;
- Capacity to develop and supervise quality control/assurance mechanisms in MHPSS activities;
- Excellent communication and negotiation skills, personal commitment, efficiency and flexibility;
- Good level of computer literacy;
- Awareness on migration and refugee issues;
- Ability to work under difficult conditions;
- Experience working in a multi-cultural environment is preferred;
- Strong work ethics and commitment to humanitarian principles;
- Valid driving license with at least five years of driving experience.

## 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.

## Managerial Competencies – behavioral indicators

- 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 potential.
- Empowering others & building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.

## 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 **PLCFA22-084** 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