



IOM Poland CALL FOR APPLICATIONS

Reference Number : **PLCFA22-086**
Position Title : **MHD Social Worker**
Duty Station : **Various locations, Poland (Priority: Warsaw)**
Type of Appointment : **Special Short-Term Ungraded Contract**
Closing Date : **24.07.2022**

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 Migration Health Coordinator, the successful candidate will be supporting project operations on the assigned site(s).

Core Functions / Responsibilities:

1. Liaise with the Team Coordinator and with the Psychosocial Mobile teams to prioritize and organize the requests received to accompany beneficiaries to health services.
2. Facilitate the communication of beneficiaries with health authorities and ensure support with familiarizing with procedures, requirements and documentation for beneficiaries to access the health system.
3. Advocate to and coordinate with health authorities to lift barriers in access to services, mediate and provide clarifications and support.
4. Demonstrate time management skills in terms of deadlines and ensure flexibility in emergency situations.

5. Map existing national and humanitarian health and social support services that are accessible to refugees and vulnerable migrants. Develop and maintain an efficient health and social service referral system in coordination with other governmental and/or partner agencies.
6. Prepare documentation; leaflets and outreach messaging.
7. Coordinate with relevant authorities and civil society organizations and refer medical cases for further support.
8. Engage in adequate and effective coordination with other IOM staff members.
9. Prepare case reports and weekly statistics and submit to the MHD coordinator.
10. Ensure the confidentiality of medical information of the migrants and refugees.
11. Undertake duty travel as requested e.g. along the Polish-Ukrainian border.
12. Perform other related duties that may be assigned.

Required Qualifications and Experience

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

- At least two years of previous work experience in a similar role;
- Possess adequate combination of knowledge, education, training experience and skills to perform essential functions of the position;
- Good level of computer literacy;
- Excellent communication and negotiation skills, personal commitment, efficiency and flexibility;
- 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**, specifying the vacancy reference number **PLCFA22-086 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 04 July 2022 to 24 July 2022.