



POST DESCRIPTION

SECTION 1

Position Information

Position Title	Security and Stabilization Specialist
Position Grade	P3 or equivalent
Duty Station	Kyiv, Ukraine
Position Number	TBD
Job Family	Programme
Organizational Unit	Transition and Recovery Unit
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	Country Office
Position rated on	(to be filled by Classifier)
Reports directly to	Head of Transition and Recovery Unit
Number of Direct Reports	N/A

SECTION 2

Organizational Context and Scope

Under the overall supervision of the Deputy Chief of Mission and the direct supervision of the Head of Transition and Recovery Unit, the Security and Stabilization Specialist will be responsible for providing technical support for security and stabilization programming under the unit, in line with the strategy for Sweden's reconstruction and reform cooperation with Ukraine 2023–2027.

The TRU is comprised of three programmes: (a) Community Participation and Cohesion, (b) Peace, Security and Human Rights, and (c) Veterans' Reintegration. The thematic areas of work encompass community stabilization, durable solutions, early recovery, violence prevention, peacebuilding, reintegration of ex-combatants, inclusion of displaced populations in democratic processes, reparations, and transitional justice.

SECTION 3

Responsibilities and Accountabilities

The Security and Stabilization Specialist will be responsible for providing technical support for security and stabilization programming, with a particular focus on strengthening veterans' reintegration and durable solutions for IDPs and returnees.

The specific tasks within these thematic areas will include:

1. Undertake horizon-scanning and conduct assessment of potential implications of future scenarios concerning peace & security including possible demobilization(s).
2. Provide technical support and quality assurance based on international best practice to the Government of Ukraine (GoU) and line ministries as needed.
3. Participate in relevant coordination mechanisms, working groups and high-level meetings.
4. Identify and contribute to new areas of programming.
5. Support the strategic mapping of Civil Society Organization (CSO) service providers.
6. Deliver bespoke inputs outlining international and technical best practice for a variety of internal and external events, networking sessions and forums.
7. Contribute to training delivery on various thematic areas where experience and expertise is relevant as part of capacity-building efforts for key stakeholders and civil society actors.

Perform such other duties as may be assigned.

SECTION 4

Required Qualifications and Experience

EDUCATION

- Master's degree in Political or Social Science, International Relations, Peace and Conflict Studies, or a related field from an accredited academic institution with five years of relevant professional experience; or
- University degree in the above fields with seven years of relevant professional experience.

EXPERIENCE

- Understand advanced aspects of fundamental concepts of political and trends analysis with regard to security and stabilization;
- Experience on advising on policy and strategy development issues for the government, preferably in Eastern Europe, West Balkan or similar contexts;
- Experience in providing capacity building trainings for CSOs and partners working in peace, security, durable solutions for IDPs and returnees, stabilization and/or DDR/veterans' reintegration.

SKILLS

- In depth knowledge of political, security and stabilization issues;

- Ability to interact with donors, relevant line ministries, UN agencies and CSOs;
- Excellent organizational analytical skills that could contribute to expansion of programming.

SECTION 5

Languages¹

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

REQUIRED

For this position, fluency in English is required (oral and written).

DESIRABLE

Working knowledge of Ukrainian.

SECTION 6

Competencies²

■ The incumbent is expected to demonstrate the following values and 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 2

Teamwork: Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.

¹ As per IN/233, staff members in a position in the Professional and GS categories are expected to be fluent in one of the Organization's official languages, which are English, French and Spanish. At least a working knowledge of another official language is highly desirable and may be specified as mandatory in some cases. For positions in the GS category, proficiency in one of the local language(s) may also be required, as specified in the VN/SVN.

² Competencies and respective levels should be drawn from the Competency Framework of the Organization.

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.