

POST DESCRIPTION

SECTION 1

Position Information

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| Position Title | Intern – (Shelter officer - Entrepreneurship and youth skill development) |
| Position Grade | UG |
| Duty Station | Maputo, Mozambique |
| Position Number | tba |
| Job Family | Operations |
| Organizational Unit | Shelter NFI & Housing |
| Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position? | Country Office |
| Position rated on | n/a |
| Reports directly to | Programme Manager (Shelter NFI & Housing) |
| Number of Direct Reports | 0 |

SECTION 2

Organizational Context and Scope

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| **Background Information**  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 the largest actor in central and northern Mozambique responding to the communities affected by natural disasters and conflict. And is one of the few actors that is able to provide integral shelter response: from first response to early recovery and durable solutions. In 2022, with a portfolio of $9.6 million, we contributed to the improvement of shelter needs of over 327,705 Individuals (66K HHs).  o Shelter NFIs distributions: 284K Individuals  o Emergency Shelters + Early recovery support: 21k Individuals | 4.170 HHs  o Durable Solutions: 7K Individuals | 1,326 Resilient houses  In 2023, IOM continues to deliver assistance to vulnerable families and is committed on strengthening resilience of the displaced and hosting community, while implementing a range of livelihood interventions such as entrepreneurship, vocational skill training and income generation activities related to safe construction and recovery of housing and community infrastructures.  **Supervision**  The successful candidate will work under the overall supervision of the Chief of Mission, in close coordination with Head of Emergency Response and Recovery and under the direct supervision of the Shelter/NFI & Housing Programme Manager and in coordination with the Shelter Programme Officers in Pemba and Beira. The intern will be based in Maputo and will do regular visits across northern and central provinces of Mozambique. The selected candidate will be responsible of the following activities: |

SECTION 3

Responsibilities and Accountabilities

1. In coordination with the Shelter/NFI & Housing Programme Manager, the Shelter Programme Officers and other relevant sectors, support in the creation and implementation of a methodology to develop a pilot project for the entrepreneurship and youth skill development programme.
2. Facilitate the process to undertake quick assessments of viable entrepreneurships in the local economy, in which will guide beneficiaries in innovative decision-making towards economic recovery, building resilience, and improvement of business operations and activities.
3. Facilitate the process of selection of beneficiaries based on set criteria and prioritizing women and youth.
4. Provide support to ensure the proper planning, implementation, and monitoring of the activities related to youth skill development, employment, and micro entrepreneurship.
5. Support in conducting labor market assessments and identifying new construction related business potentials, and youth skills and resources gaps faced and explore the potentials and opportunities.
6. Provide mentorship and technical support to micro-entrepreneurs with the support of program staff through regular follow-up visits to the micro-entrepreneurs to see if they are applying the practices.
7. Develop workplans with regular reviews to track progress of implementation.
8. Identify, document, and share learning, challenges, success stories, opportunities, and recommendations monthly with the Shelter NFI & Housing Program Manager and team.
9. Make sure there is balanced inclusivity and gender representation amongst beneficiaries, especially women, youth and persons with disability.
10. Facilitate and establish private and public partnership forum to create enabling environment for youth skill development and employment.
11. Ensure that an effective monitoring and evaluation system is in place to measure results and outcome of the program.
12. Any other tasks as assigned

**Training Components and Learning Elements**

As an integral part of the assignment, IOM will support the intern to:

* Gain experience in a UN Organization, including management and program implementation activities.
* Be able to draft and finalize concept notes and input in project proposals, using the IOM logical and legal framework.
* Interact professionally at all levels pertinent to governmental, non-governmental and United Nations institutions in Mozambique.
* Enhance negotiation skills in a multilateral setting.

SECTION 4

Required Qualifications and Experience

EDUCATION

A Bachelor degree or equivalent in Business administration, Economics, Social Sciences, Development Studies or related fields.  Post Graduate Degree would be desirable.

EXPERIENCE

* experience in entrepreneurship development for SMEs is desirable.
* Strong understanding of business and marketing systems within the context of Mozambique is an asset.
* Good knowledge and experience in networking, building relationships and establishing collaboration with different partners, agencies local and international networks.
* Working experience in a development programme focussing on livelihood, skill development and/or related fields is desirable.
* Experience in mobilisation of women under development programmes is an asset.

SKILLS

* Demonstrated skills in training and capacity building through technical assistance and mentoring
* Good presentation and facilitation skills
* Strong analytical and problem-solving skills, with ability to make sound judgment and decisions and offer innovative solutions

SECTION 5

Languages

REQUIRED

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 (French, Spanish, Arabic, Russian or Chinese

For all applicants, fluency in English is required.

DESIRABLE

Working knowledge of Portuguese is advantageous.

SECTION 6

Competencies[[1]](#footnote-1)

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 1

* 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.

**NOTES**

**Eligibility and Selection**

In general, the Internship Programme aims at attracting talented students and graduates who:

a) have a specific interest in, or whose studies have covered, areas relevant to IOM

programmes and activities;

b) are holding a scholarship for internship placements in international organizations

and/or for whom internship is required to complete their studies; or

c) are sponsored by governmental/non-governmental institutions and/or academia to work in specific areas relevant to both IOM and the sponsor.

d) are either students approaching the end of their studies and preparing a thesis, or recently graduated, who have less than two years of relevant working experience.

* Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted.
* Please consider the cost of living in the duty station prior to applying.

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, any residency or visa requirements, and security clearances.

No late applications will be accepted.

1. Competencies and respective levels should be drawn from the Competency Framework of the Organization. [↑](#footnote-ref-1)