

CALL FOR APPLICATIONS



International Organization for Migration (IOM)
The UN Migration Agency

The International Organization for Migration is seeking qualified Turkish Nationals and non-Turkish nationals holding a valid residence permit for the following position based in Türkiye.

Vacancy Notice Number:	CON#TR/2023/24
Position Title:	Staff Counsellor (Turkish Language)
Classification:	Consultancy Contract - 6 months
Duty Station:	Gaziantep, Türkiye – with possible visits to field offices
Deadline of Applications:	16 March 2023
Number of People to be hired	1
Eligibility	Internal & External Candidates

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. 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 committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

General Functions:

International Organization for Migration (IOM) work to strengthen the resilience of people and communities affected by crises, and to provide emergency psychological and/psychiatric support.

Under the overall guidance and supervision, the Chief of Mission and in close coordination with the Staff Welfare Officer in IOM HQ, the incumbent will provide psychological face-to-face/tele-counselling and support, including assessment, confidential one to one and group sessions, to staff members and dependents in IOM Türkiye.

Major Duties and Responsibilities:

1. Provide psychological face-to-face/tele-counselling and support, including assessment, confidential one to one and group sessions, to staff members and dependents in IOM Türkiye.
2. Assessment of staff members who are in crisis and require emergency psychological and/psychiatric support.
3. Support individual staff to create their own wellbeing plans.
4. Offer and participate in the preparation of education material, seminars to enhance mental health and wellbeing of staff.
5. Liaise and collaborate with the Staff Welfare Officer and HR colleagues in IOM Türkiye
6. Participate in supervision and team meetings.
7. Offer managerial consultations to relevant agency managers on ways of enhancing humanitarian staff wellbeing and mental health in accordance with the IOM Mental Health Strategy.
8. Be proactive in reaching out to missions/specific groups of staff.
9. Identify and liaise with local regional mental health resources that can be used for referrals.
10. Maintain confidential records and submit monthly statistics as agreed and end of assignment report.
11. Maintain confidentiality and professional practice standards.
12. Any other duties as required.

Results/Expected Outputs

As an active IOM team member, efficient, timely, responsive, client-friendly, and high-quality support rendered to IOM and its beneficiaries in the accomplishment of her/his functions, including:

- Support IOM in strengthening its Staff Welfare
- Develop appropriate informative information tools regarding Staff Welfare
- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs).
- Age, Gender, and Diversity (AGD) perspective is systematically applied, integrated, and documented in all activities throughout the assignment.
- A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.

Required Qualifications and Experience:

Education:

- Master's degree or equivalent in Clinical Psychology, Counselling, Social Work, or a related field from an accredited academic institution.

Experience:

- 5 years of experience in /with other UN Agencies, International Humanitarian Organizations or Employee.
- Assistant Programs considered desirable.
- Experience of working in hardship duty station or providing counselling services to staff
- Working in very difficult and hazardous environments desired.

Languages:

- Fluency in **English and Turkish** is required.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintain 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 *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 action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

Other:

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

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

Only candidates residing in either the country of the duty station or from a location in a neighbouring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighbouring country located within commuting distance, and work permit, as applicable.

Please be advised that this is a local position and as such only applications from candidates with a valid residence / working permit residing in Türkiye will be considered.

How to Apply:

Interested candidates are requested to submit their application, including the most recent CV with a cover letter in English with contact details (name, position, phone and e-mail details) of three references by indicating name of the position applied with its VN number in the subject line of e-mail to iomtrjobs@iom.int or to IOM Birlik Mahallesi Sehit Kurbanı Akboga Sokak No:24 Cankaya, Ankara by the end of **16 March 2023**.

Please note that only shortlisted candidates will be contacted.