

Position Title : **Intern – Programme Unit**

Duty Station : **Skopje, North Macedonia**

Classification : **Intern, Grade Other**

Type of Appointment : **Internship, six months with possibility of extension**

Estimated Start Date : **As soon as possible**

Closing Date : **31 May 2024**

*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.*

### **Context:**

### **Background Information**

The internship is in the Programme Unit, which coordinates the areas of project development and implementation under the supervision of the Project Coordinator.

### **Supervision**

Under the overall supervision of the Head of Office and direct supervision of the Project Coordinator, the Intern – Programme Unit will support the unit in the development of the mission's portfolio as well as implementation of project activities.

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

1. Provide assistance in the implementation of project activities.
2. Retrieve, compile, summarize, and present information/data on specific project topics.
3. Support implementation of project activities, involving liaison with diverse organizational units or external parties to initiate requests and follow up on actions.
4. Draft status reports, correspondence, briefing notes, graphics, statistical tables, presentations, and other forms of documentation.
5. Support the organization of meetings, workshops, and training sessions.
6. Respond to general information requests and inquiries; set up and maintain files/records.
7. Perform other related duties as assigned.

### **Training Components and Learning Elements**

It is expected that the selected intern will:

- Be involved in the activities of IOM in the duty station.
- Gain an understanding of the IOM and the UN System and its processes.
- Learn technical skills described in this Post Description.

- Be able to prove their dedication, skills, and capacity to work in an international setting as part of a diverse and international team.

## ***Required Qualifications and Experience:***

### **Education**

The applicant, at the time of application, must:

- Be enrolled in the final academic year of a first university degree programme (minimum Bachelor's level or equivalent) in the following fields: Political or Social Science, Law, International Affairs or a related field from an accredited academic institution; or
- Be enrolled in a graduate school programme (second university degree or equivalent, or higher) in the following fields: Political or Social Science, Law, International Affairs or a related field from an accredited academic institution; or
- Have graduated with a university degree and, if selected, must commence the internship within one year of graduation in the following fields: Political or Social Science, Law, International Affairs or a related field from an accredited academic institution.

### **Experience**

- Experience in liaising with governmental authorities, national/international institutions, United Nations agencies and non-governmental organizations would be an asset.
- Experience working with different vulnerable categories of persons as well as vulnerable communities will be considered an advantage.
- Prior work experience with international humanitarian organizations, non-government or government institutions/organizations in a multi-cultural setting is an advantage.
- Experience working with educational institutions would be an asset.

### **Skills**

- Strong organizational skills.
- Ability to timely understand the Organization's structure and portfolios.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds.
- Proven ability to produce quality work accurately and concisely according to set deadlines.
- Ability to multi-task, prioritize and work independently.

### **Languages**

IOM's official languages are English, French, and Spanish. All staff members are required to be fluent in one of the three languages.

For this position, fluency in English and Macedonian is required (oral and written). Working knowledge of another official UN language (Arabic, Chinese, French, Russian, and Spanish) is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

### **Note**

### **Eligibility and Selection**

This internship opportunity is part of IOM's Diversity and Inclusion Internship Program 2024. **The selected candidate for this internship position will work in the IOM Office in North Macedonia.**

This post is subject to local recruitment. Only those holding a valid residence and work permit for the country where this position is based will be eligible for consideration.

**An additional main condition is that the applicant identifies as a person with a disability.**

If you encounter technical difficulties while completing your application and cannot submit it, please reach out to us at [DEI-DHR@iom.int](mailto:DEI-DHR@iom.int)

Interns will receive a monthly stipend.

IOM strongly encourages applications from women, LGBTI+ individuals, and persons belonging to ethnic minorities. We strongly suggest you mention in your application your belonging to any of the aforementioned groups. All information will be treated confidentially.

If you would like to explore all vacancies that are part of the 'Diversity and Inclusion Internship Program 2024', please go to: <https://www.iom.int/diversityinternships>

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 enrolled in the final academic year of a first university degree programme (minimum Bachelor's level or equivalent) or have graduated in the last 12 months.
- e) are at least 20 years old.

- Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted.
- Depending on experience and location, IOM provides a small monthly stipend to help offset costs.
- The internship programme will be supporting the IOM Mission in Skopje, North Macedonia.

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## ***Required Competencies:***

The successful candidate 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.
- **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

- **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.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

### ***Other:***

The appointment 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 background verification and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

No late applications will be accepted.

### ***How to apply:***

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 31 May 2024 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

### ***Posting period:***

From 10.05.2024 to 31.05.2024

### ***No Fees:***

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

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