

Call for Applications

Position Title : **Data Analyst**

Duty Station : **Goma, Congo, Democratic Republic of the**

Classification : **Professional Staff, Grade UG**

Type of Appointment : **Special short-term ungraded, Six months with possibility of extension**

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

Closing Date : **13 August 2019**

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.

Internal and external candidates will be considered for this vacancy. For the purposes of this vacancy, internal candidates are defined as staff members holding a regular, fixed-term or short-term graded or ungraded contract, including Junior Professional Officers (JPOs), staff on Special Leave Without Pay (SLWOP), and staff members on secondment/loan released by the Organization, unless otherwise specified in their contract. Staff members holding a regular, fixed-term or short-term graded contract will not retain their contract type if appointed to an ungraded position.

Context:

The Displacement Tracking Matrix (DTM) is IOM's main operational tool to gather and analyze data in order to disseminate critical multi-layered information on the mobility, vulnerabilities, and needs of displaced and mobile populations. The DTM enables decision-makers and responders to provide these populations with better context-specific assistance.

The DTM started in the Democratic Republic of Congo in 2012. The main objective of the program is to track population movements caused by natural disasters and conflicts. The DTM program is currently active in 9 regions in DRC (Kasai, Kasai Oriental, Kasai Central, Lomami, Sankuru, North-Kivu, Sud-Kivu, Tanganyika and Ituri) and recently scaled-up its activities to support the response to the Ebola outbreak in the North-Kivu and Ituri provinces.

Under the direct supervision of the Project Officer (DTM) and in close collaboration with the MHD (Migration Health Division) program coordinator, the successful candidate will be responsible for overseeing all aspects of Information management requirements to the implementation of the DTM, including the analysis and publication of Ebola-related information management products.

Core Functions / Responsibilities:

1. Plan, design and implement the integrated mechanisms for information management across all DTM activities, including MHD data collection and analysis initiatives, and ensure accurate

and reliable data is collected, stored and disseminated in a timely manner.

2. Strengthen and enhance the analysis and interpretation of displacement and mobility data to support regular internal and external updates on human mobility trends, changes and any other significant observations surrounding human mobility in DRC.
3. Reinforce mechanisms to manage and share knowledge within and outside IOM, improve the use of existing platforms and suggest new and innovative ways of dissemination.
4. Coordinate the development and enhancement of the methodology and tools for data collection as per partners' needs and DTM/MHD capacities.
5. Provide support to DTM/MHD capacity building initiatives including in the development of training packages, guidelines and capacity building tools for internal and external use, such as training materials and sessions on the deployment, use, operation, and maintenance of databases and data collection systems for program staff, as well as government authorities and implementing partners, as necessary.
6. Act as main focal point on discussions related to ethics/data protection and support the development of necessary tools and guidance.
7. Coordinate closely with all relevant stakeholders regarding DTM/MHD data collection methodology and analysis and ensure that IOM data are used and useful for all.
8. Support, in close coordination with the DTM unit in Nairobi, the production of regional reports on human mobility in the Central/Eastern Africa region.
9. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's degree from an accredited academic institution in a field of study related to data science or other relevant sciences such as epidemiology or public health with two years of experience; or
- University degree in the above fields with four years of relevant professional experience.

Experience

- Experience and abilities using two or more of Relational Database Management Systems such as MS Access, MS SQL Server, MySQL, PostgreSQL, Oracle are a definite advantage;
- Experience in management and coordination of humanitarian assessments, Information Management, especially Displacement Tracking Matrix (DTM);
- Experience working in international organizations, humanitarian community and familiarity with the humanitarian reform and cluster approach;
- Experience in training data collectors working in camps and host communities;
- Working knowledge of ArcGIS, R, SQL and/or Adobe Creative Suite is an advantage;
- Working experience in the region is an asset.

Languages

For this position, fluency in English and French is required (oral and written). Working knowledge of other languages is an advantage.

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

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these three 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.

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

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

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 security clearances.

No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 13 August 2019 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

Posting period:

From 31.07.2019 to 13.08.2019

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.

Requisition: CFA 2019/44 – Data Analyst - Goma, Democratic Republic of the Congo (56085020)

Released

Posting: Posting NC56085031 (56085031) Released