

INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM)

# Working for IOM

**UN Career Fair 2014**

**Hosted by Ministry of Foreign Affairs**

**Republic of Korea**

**Seoul National University, Seoul, 26 May 2014**

**Keon-kuk University, Seoul, 27 May 2014**

**Yonsei University, Incheon, 28 May 2014**

**Bu-Kyoung National University, Busan, 29 May 2014**

*Assisting a World on the Move for 60 Years*



**Migration for the Benefit of All**

# MIGRATION

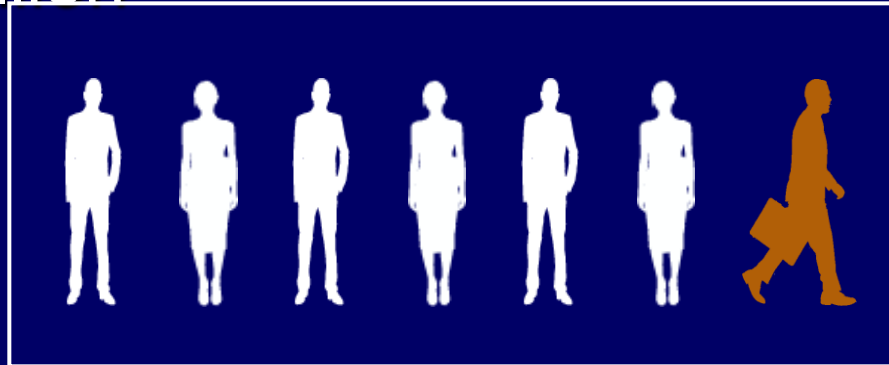
- **No universal definition**
- **By product of wars, political conflicts and natural disasters, but still predominantly economically motivated**
- **214 million migrants in 2010**
- **232 million migrants in 2012\***
- **Estimated 405 million in 2050**

\* UN DESA Trends in International Migrant Stock: The 2013 Revision

# Unprecedented Mobility

World Population: 7  
billion





1 billion Migrants



One in seven persons: a  
migrant










# World's 5<sup>th</sup> Largest Population

\* Source: UN DESA

 China	1.34 billion
 India	1.21 billion
 U.S.A	314 million
 Indonesia	237 million
International Migrants	232 million*
 Brazil	193 million
 Pakistan	189 million
 Nigeria	166 million
 Bangladesh	152 million
 Russia	143 million

# “Migrationland” GDP

\* Source: World Bank Estimate

	Rank by GDP	GDP (USD)
 Switzerland	19	527 billion
 Belgium	21	469 billion
 Sweden	22	458 billion
 Saudi Arabia	23	434 billion
Annual Migrant Remittances	24	400 billion*
 Austria	28	379 billion
 Argentina	29	370 million
 South Africa	30	363 billion
 Thailand	31	318 billion
 Denmark	32	309 billion

# INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM)

**Committed to the principle that  
humane and orderly migration benefits migrants and the society**

**IOM acts with its partners in the international community to:**

- Assist in meeting the growing operational challenges of migration management
- Advance understanding of migration issues
- Encourage social and economic development through migration
- Uphold the human dignity and well-being of migrants

# IOM AREAS OF WORK

**Resettlement, Movement,  
Emergency and Post-Crisis**



**Assisted Voluntary Return and  
Reintegration**



**Labour Migration**



**Migration &  
Development**



**Migrant Integration**



**Counter-Trafficking**



**Migrant Training**



# **IOM - A brief history**

- **1951 - the Provisional Intergovernmental Committee for the Movement of Migrants from Europe (PICMME)**
- Mandated to help European governments to identify resettlement countries for the estimated 11 million people uprooted by the war
- Arranged transport for nearly a million migrants during the 1950s
- Changed names in 1952 and 1989
- **1989 – International Organization for Migration (IOM)**
- **Reflect the transition from logistics to migration agency**



# IOM - A brief history

## 1. Post World War II (1951 – 1964)

- Mass migration of Europeans displaced by WWII.
- High unemployment in Western Europe

## 2. Regional & Intra-State Conflicts (1965 – 1989)

- Refugee resettlement programmes (Africa, Southeast Asia, Central America)

## 3. Globalization Phase (1990 –

**Present)** Resettlement; emergencies, migration and development, labour migration, counter trafficking, return and reintegration, DDR, SSR, migration health, etc.

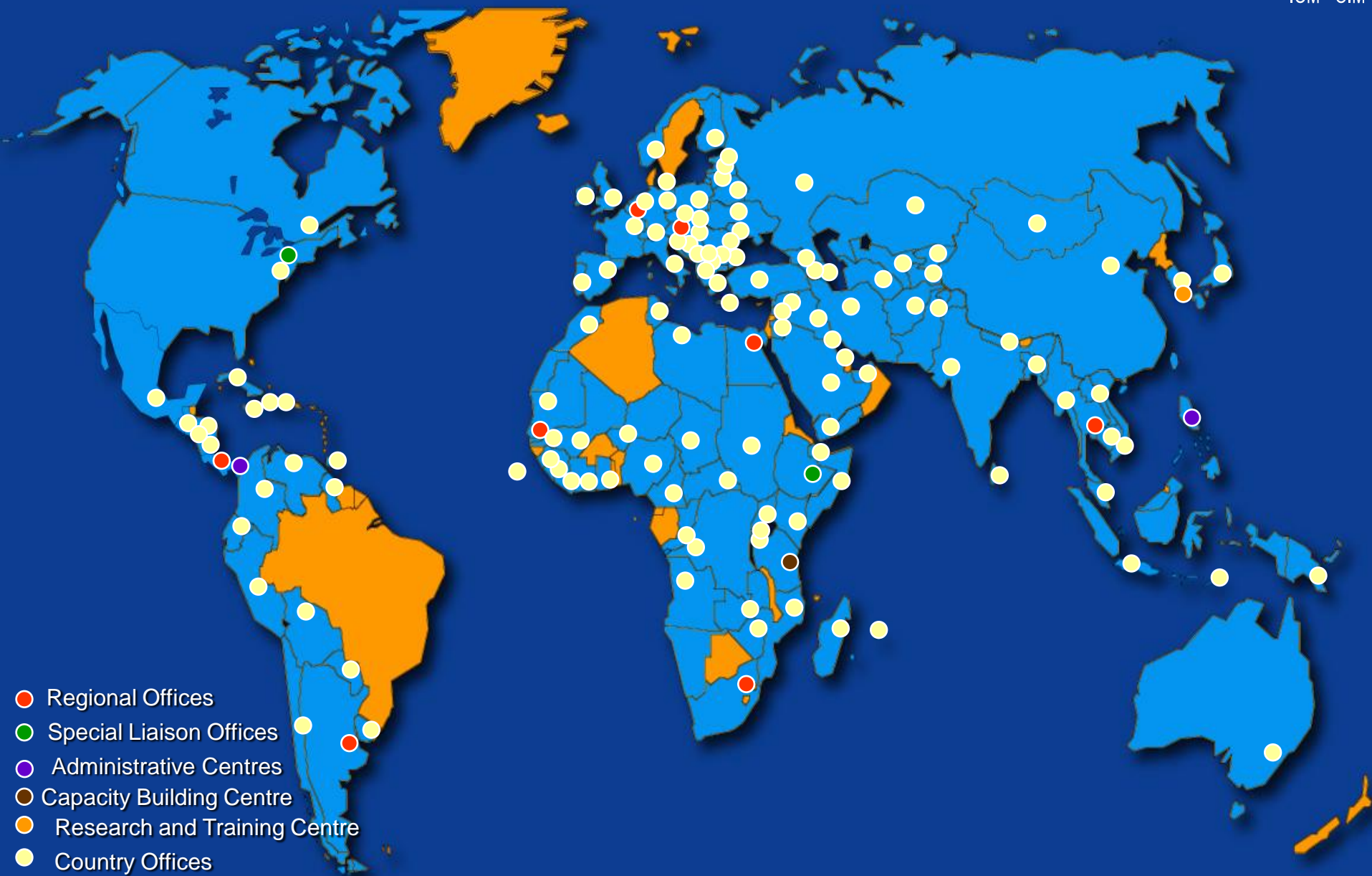


# IOM RAPID GROWTH

(since 1998)

■ Membership	from 67 to 155	225%
■ Total Expenditure	from US\$ 242 million to US\$ 1.3 billion	537%
■ Field locations	from 119 to 470	390%
■ Active projects	from 686 to 2700	394%
■ Staff	from 1100 to more than 8000	727%

# IOM Global Presence (+130 countries)



# IOM STRUCTURE

## 9 Regional Offices

- Bangkok
  - Brussels
  - Buenos Aires
  - Cairo
  - Dakar
  - Nairobi
  - Pretoria
  - San Jose
  - Vienna
- Formulate regional strategies and plan of action
  - Provide programmatic and administrative support to the IOM offices in countries within their region

## 2 Special Liaison Offices

- Addis Ababa
  - New York
- Strengthen relations with multilateral bodies, diplomatic missions and NGOs

# IOM STRUCTURE

## 2 Administrative Centers

- **Panama**     ▪ Provide core support to administrative services and IT to all IOM offices
- **Manila**

## Over 240 County Offices and Sub-offices worldwide

- Analyze national migration issues and emerging trends
- Plan, develop and implement projects and programmes

# **IOM FUNDING**

- **97% + from voluntary contributions for projects**
- **3% Administrative budget, Member States' assessed contributions**
- **To cover its indirect costs, IOM charges 5% on total costs of projects for administrative support (amongst the lowest of all IOs)**
- **The funding structure impacts the HR management**

# 2013 WORKFORCE

- **830 staff in Professional categories** from **96 Member States**
- **7423 staff in National Officers** category and **General Service support staff**
- **97% of staff are in the field**
- **22 Associate Experts**
- **55 Secondments**
- **286 Interns**
- **South Korean Staff**
  - **2 Officials**
  - **5 National staff**

# ENTRY POINTS AT IOM

- **Projects**
- **Temporary/ short-term assignments**
- **Junior Professional Officer** *(formerly known as AE Programme)*
- **Internship**
- **Secondment**
- **United Nations Volunteers**
- **Vacancy Announcements**



# IOM COMPETENCY FRAMEWORK

- **12** behavioural competencies
- **Technical indicators** specific to job family
- **Indicators** dependent on the grade level
- Examples:
  - communication skills
  - client orientation
  - professionalism
  - team work
  - technological awareness
- The appropriate combination of required competencies will be specified in every vacancy notice

# RECRUITMENT STANDARDS

- **Bachelor's degree** is minimum for being considered for a professional position
- Between **2 or 4 years of relevant experience** for entry level positions in addition to academic qualifications
- Exception - P1 positions for which no experience is required if you hold a **relevant Master's Degree**

# IOM JOBS

## Policy and Representation

Executive Officer

Policy Director, Conference Off.

## Operations

Operations Officer

Operations Assistant

## Migration

Migration Officer

Project Development Officer

## Migration Health

MH Officer, Psychologist

Nurse, Radiologist, Lab Tech.

## Finance

Finance Officer, Assistant

Regional Resource Mgmt Officer

## Human Resources

HR Officer, Assistant

Medical Officer

## Information Technology

IT Officer

IT Assistant

## Logistics, Procurement And Facilities

Logistics, Admin Officer, Engineer  
Receptionist, Technician

## Staff Security

Security Officer

Security Assistant; Security Guard

## Legal

Legal Officer

Legal Assistant

## Media and Communications

Media Officer

Media Assistant

# **JUNIOR PROFESSIONAL OFFICER (JPO) Programme**

- Exposes young professionals to the work of IOM
- Provides learning opportunity to develop skills and knowledge about the Organization

## **Qualifications and Requirements**

- Usually under 32 years of age
- University degree in Political or Social Sciences, International Relations, Law
- or equivalent practical experience (1 – 2 years), possibly with specialisation in migration issues and/or international relations

**Apply directly to the respective government authorities**

# **JUNIOR PROFESSIONAL OFFICER (JPO) Programme**

## **Agreements with Donor countries**

- |              |  |  |
|--------------|--|--|
| 1. Australia | 9. Japan   | 15. Sweden   |
| 2. Austria   | 10. Korea  | 16. Swiss Agency for<br>Development<br>Cooperation |
| 3. Belgium   | 11. Luxembourg   | 17. United States                                  |
| 4. Denmark   | 12. Netherlands  |  |
| 5. Finland   | 13. Norway   |  |
| 6. France    | 14. Organization<br>Internationale pour la<br>Francophonie |  |
| 7. Germany   |  |  |
| 8. Italy     |  |  |

# IOM INTERNSHIP PROGRAMME

## Purpose

- Provide students with the opportunity to learn about IOM's activities, gain initial work experience, and/or prepare for a degree dissertation.
- Provide "on the job" training whilst working for the organization.
- IOM evaluates interns who may eventually be included on the roster for future external vacancies.

## Requirements

- **Students** approaching the end of their programme or **graduates** between 19 and 32 years of age (average age is 26).



# IOM INTERNSHIP PROGRAMME

## Eligibility and Selection

- You are a **student approaching the end of your studies** and are preparing a thesis, or recently graduated
- You are **between 19 and 36 years old**, and have less than two years of relevant working experience
- You are a **post-graduate student** in International Relations, Political Science, Law, Information Technology, International Public Administration, Human Resources and Communications.
- You have a **specific interest in areas relevant to IOM programmes** and activities or your studies have covered some
- You hold a **scholarship for internship placements in international organizations** and/or for whom internship is required to complete their studies
- You are **sponsored by governmental/non-governmental institutions** and/or academia to work in specific areas relevant to both IOM and the sponsor.

# IOM INTERNSHIP PROGRAMME

## How to apply

**No specific time of the year** for sending your application for an internship.

**Register your profile in IOM e-Recruitment** and select the interest group 'Intern' and release your profile for our review.

You can also **send a copy of your CV and motivation letter** to [interns@iom.int](mailto:interns@iom.int)

### Internships at HQs

consult 'e-Recruitment'

<http://www.iom.int>

For available opportunities

### Internships in IOM field offices

Send your application directly to the office you are interested in and copy [interns@iom.int](mailto:interns@iom.int)

email addresses and the contact details:

1. <http://www.iom.int>
2. 'IOM Worldwide'
3. Select the country you are interested in



# IOM INTERNSHIP PROGRAMME

## Monthly Subsistence Allowance (stipend)

- Internships are non-remunerated, voluntary assignments
- IOM will grant to interns a Monthly Subsistence Allowance (MSA) as partial contribution to accommodation and living expenses.
- MSA does not apply for interns who receive stipends from their University, or other sources
- MSA for internships in HQs ranges from CHF 650 to CHF 1,800
- The intern or the sponsoring institution have to cover all remaining costs, including travel, accommodation, and living expenses

# IOM INTERNSHIP PROGRAMME HQs

## Where to stay?

### Option 1

**Rent a room in a students' residence**  
**(CHF 300-800 per month)**

There are a number of residences, or student/youth accommodation in Geneva.

Many interns working for UN and International Organizations also stay here.

### Option 2

**Rent a room in a flat/apartment**  
**(min. CHF 500 per month)**

Source:

- university accommodation service
- notice boards of international organizations (WHO, ILO and UN Headquarters).
- Newspapers

### Option 3

**Rent your own flat/studio**  
**(min. CHF 700 per month)**

Switzerland has a particular system where you have to apply for an apartment and must be selected from a number of other applicants.

This means that you have to wait for few weeks until you get an answer

Plan ahead

# IOM INTERNSHIP PROGRAMME

## Will I get a job after my internship with IOM?

- Interns are considered external candidates and can apply for vacancies that are open to external candidates during and after their assignment
- IOM evaluates interns who may eventually be included in the roster for future external vacancies and/or short-term assignments

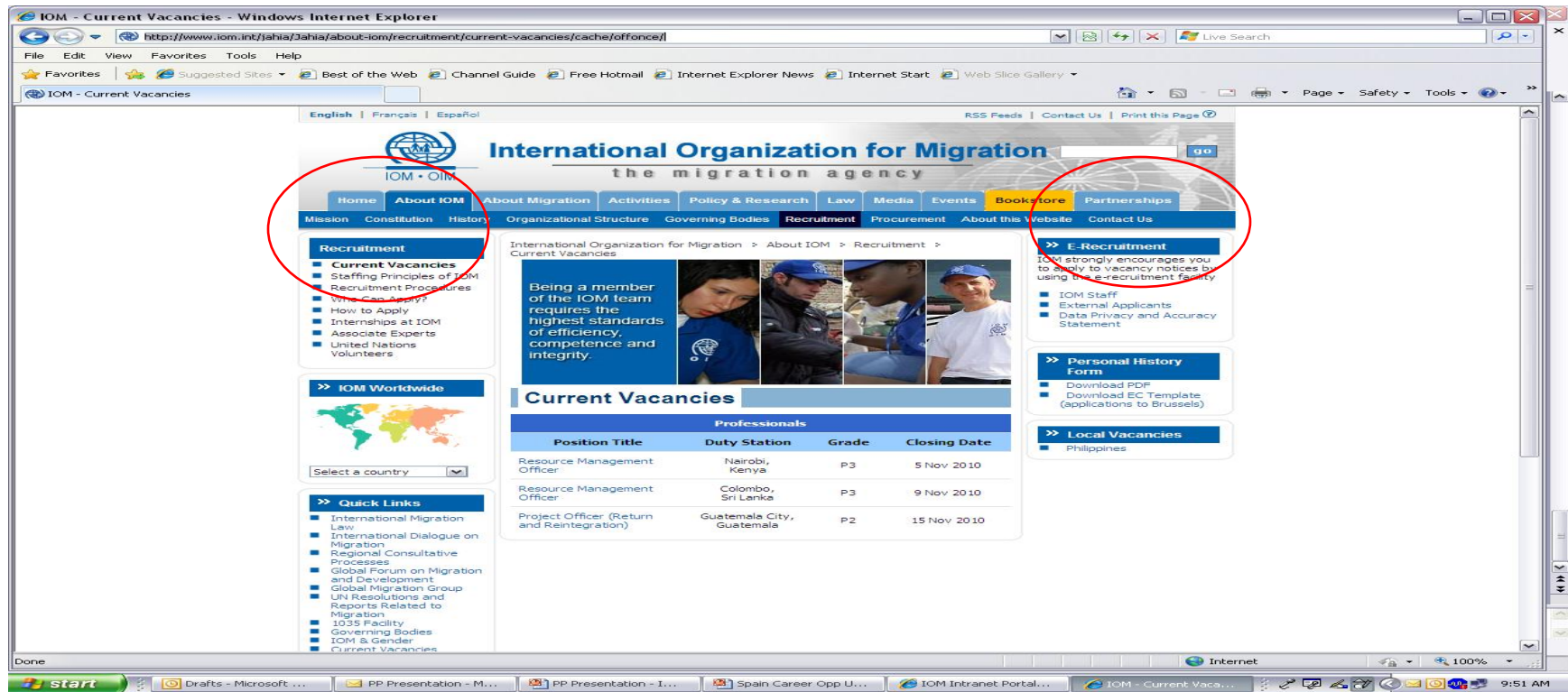
# APPLYING FOR JOBS AT IOM

- All applicants need to go through a **competitive process** and need to **apply via IOM's recruitment portal**.
- Posts are advertised between 2 to 4 weeks
- If short-listed, candidates will be subject to a **competency-based interview**
- All candidates are subject to **academic and reference checks**
- Usually takes **3-5 months to be recruited** (higher level positions may take longer)

# APPLICATION PROCESS

All vacancies advertised on

<http://www.iom.int/jahia/Jahia/about-iom/recruitment/current-vacancies/>



**International Organization for Migration**  
the migration agency

**Recruitment**

- Current Vacancies
- Staffing Principles of IOM
- Recruitment Procedures
- Who Can Apply?
- How to Apply
- Internships at IOM
- Associate Experts
- United Nations Volunteers

**IOM Worldwide**

Select a country

**Quick Links**

- International Migration Law
- International Dialogue on Migration
- Regional Consultative Processes
- Global Forum on Migration and Development
- Global Migration Group
- UN Resolutions and Reports Related to Migration
- 1056 Facility
- Governing Bodies
- IOM & Gender
- Current Vacancies

**Current Vacancies**

Position Title	Duty Station	Grade	Closing Date
Resource Management Officer	Nairobi, Kenya	P3	5 Nov 2010
Resource Management Officer	Colombo, Sri Lanka	P3	9 Nov 2010
Project Officer (Return and Reintegration)	Guatemala City, Guatemala	P2	15 Nov 2010

**E-Recruitment**

IOM strongly encourages you to apply to vacancy notices by using the e-recruitment facility.

- IOM Staff
- External Applicants
- Data Privacy and Accuracy Statement

**Personal History Form**

- Download PDF
- Download EC Template (applications to Brussels)

**Local Vacancies**

- Philippines

# IMPORTANT LINKS

<http://www.iom.int/>

- **Youtube** <http://www.youtube.com/iommigration>
- **Flickr** <http://www.flickr.com/photos/iom-migration/>
- **Facebook** <http://www.facebook.com/pages/International-Organization-for-Migration/161303029020?ref=mf>
- **Twitter** <http://twitter.com/iommigration>