



Position Title : **Intern - Community Development**

Duty Station : **Kolda, Senegal**

Classification : **Intern, Grade Other**

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

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

Closing Date : **04 July 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

Senegal has a youthful population (75% of the total population are under 19 years old, ANSD, 2023), with over 300,000 youth joining the workforce each year (UNCDF, 2019). At the same time, the impact of climate change is one of the factors contributing to the worsening of livelihood conditions of many youths who find themselves jobless and without hope. Senegal is experiencing a rise in unemployment rate, and many of its young people opted to migrate irregularly, seeking better employment opportunities abroad, especially to Europe, such as Canary Islands, Spain mainland, Italy, Malta, Cyprus. As an illustration, between January and December 2023, more than 4,770 Senegalese people irregularly reached Europe through the West Africa Atlantic Route.

Located in the heart of the Casamance region, Kolda serves as an intersection between internal and external migration across the Sahara and the Atlantic. It welcomes migrants from Gambia and Guinea-Bissau, attracted by Senegal's geopolitical and economic situation or in transit on their migratory journey.

Under IOM programs, Kolda consistently remains the largest recipient of return migrants as well as one of the regions with the most migrants at risk. IOM's 2018 study of returnee communities in Senegal shows that 100% of questionnaire respondents in the region are interested in setting up their own business, and that the most common reason for not doing so is lack of capital.

With the aim to support the creation of socio-economic incentives for returning migrants and their communities, to boost the employability of young people, a new project has been launched in the Kolda region. The project is financed by the Czech Republic through its Ministry of the Interior for a period of 18 months (November 2023- April 2025). IOM believes that tackling the adverse factors behind these irregular movements, notably through the creation of economic opportunities and productive, sustainable employment, contributes to the long-term solution.

The Intern will contribute to the implementation of the "Consolidation of the reintegration achievements of Senegalese returned migrants through integrated support to micro and small enterprises (Phase II)" project, particularly to the organization of the Green Job Fair in Kolda

region, planned for the end of November 2024. The Fair will aim to highlight the potential of entrepreneurship for economic development and create a space for synergies between the local enterprises, Senegalese authorities, the private sector at national level, and the Senegalese diaspora.

Supervision

The successful candidate will work under the overall supervision of the Project Manager, the direct supervision of the Senior Project Assistant, and in cooperation with other colleagues in the Division, at IOM HQ and field Missions. S/he will pursue the following duties:

Core Functions / Responsibilities:

1. Support the project's team to plan and organize the Green Job Fair for returned migrants, youth and their community, and migrant of third countries, in Kolda region.
2. Conduct project research on migrants' profile (present in Kolda region) including the reasons behind their choice of migration to Senegal, the reasons to come back, their wish to migrate again (irregularly and regularly) and their vulnerabilities related to climate change.
3. Based on the conducted research in the region, identify a need of migrants / youth, and design a proposal, with the help of project's team and Program Support.
4. Participate in field visits together with the project's team, in accordance with applicable security restrictions, and project implementation, as required.
5. Perform such other duties as may be assigned.

Training Components and Learning Elements

- Acquire planning, communication and networking skills;
- Acquire project research skills;
- Gain experience with an array of topics related to migration (IOM programming);
- Gain experience in working with governmental, non-governmental and United Nations institutions in West and Central Africa.

Required Qualifications and Experience:

Education

- Enrolled in Bachelor's degree Program in Political or Social Sciences, Cooperation and Development from an accredited academic institution.

Experience

- Knowledge of migration in West Africa (highly appreciated), entrepreneurship or climate change (desired, but not mandatory);
- Capacity to work independently;
- Excellent communication skills, especially in a multilingual setting;
- Excellent writing skills;
- High sense of responsibility and motivation;
- IT with Microsoft Office applications, including Word, Outlook, PowerPoint;
- Previous experience as a volunteer and/or experience of another culture, (i.e. studies, volunteer work, internship) would be highly regarded.

Skills

- Strong organizational skills;
- Computer literacy in standard Microsoft Office tools;
- Ability to timely understand the Organization's structure and portfolios;
- Proven ability to produce quality work accurately and concisely according to set deadlines
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds; and
- Working knowledge of graphic and web design software is an advantage.

Languages

Fluency in French is required (oral and written). Working knowledge of English 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

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.

¹ 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.

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 [THIS LINK](#) by 04 July 2024 at the latest, referring to this advertisement.

Only shortlisted candidates will be contacted.

Posting period:

From 19 to 04 July 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 account.