



# POST DESCRIPTION

## SECTION 1

### Position Information

Position Title	Peace and Stabilization Officer
Position Grade	P3 equivalent (SBP)
Duty Station	Geneva, Switzerland
Job Family	Humanitarian Response and Recovery
Organizational Unit	DHRR
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	HQ
Reports directly to	Program Adviser (Stabilization)
Number of Direct Reports	N/A

## SECTION 2

### Organizational Context and Scope

#### Background and Rationale

The Peace, Recovery and Solutions Division (PRSD) leads IOM’s global efforts to operationalize the humanitarian–development–peace nexus, ensuring that the Organization delivers on the ambitions and directions set out in the IOM Strategic Plan 2024–2028. As defined in the Strategic Plan, IOM’s work across crises must simultaneously save lives and protect people on the move, drive solutions to displacement, and strengthen resilience, inclusion, and governance systems across affected communities. PRSD serves as the institutional platform through which these objectives are translated into integrated programming that addresses the drivers and consequences of fragility, instability, and displacement.

Within this framework, peacebuilding and stabilization are not stand-alone sectors but **core operational and strategic functions** that enable IOM to address the underlying drivers of conflict, violence, and displacement while supporting transitions toward recovery and durable solutions. PRSD’s peace and stabilization programming is non-securitized and community-oriented, focusing on strengthening social cohesion, supporting government-led processes, and enabling conditions for sustainable reintegration and resilience in fragile and crisis-affected contexts.

Peace and Stabilization as a Strategic Driver of Nexus Outcomes

Across PRSD's portfolio, peace and stabilization programming advances IOM's institutional priorities by:

- 1. Addressing the drivers of conflict, violence, and displacement**  
Peace and stabilization interventions target the social, economic, and institutional factors that sustain violence, including exclusion, weak governance, resource competition, and lack of economic opportunities. Through conflict analysis, dialogue, and targeted interventions, programming reduces risks of violence and displacement while supporting more stable environments.
- 2. Enabling durable solutions and sustainable reintegration**  
Peace and stabilization efforts are central to creating the conditions for sustainable (re)integration of displaced populations, including former combatants and individuals associated with armed groups. By addressing community-level tensions, supporting reconciliation, and strengthening local capacities, these interventions help ensure that returns and reintegration processes are viable and sustained.
- 3. Strengthening community resilience and social cohesion**  
Programming focuses on rebuilding trust between communities and institutions, supporting inclusive dialogue processes, and strengthening community-based mechanisms for managing tensions. These efforts contribute to peaceful coexistence and reduce the likelihood of renewed conflict or displacement.
- 4. Supporting government-led peace and stabilization processes**  
PRSD engages in support of national and subnational authorities to design and implement policies and frameworks related to stabilization, reintegration, and violence prevention, including . This contributes to strengthening institutional ownership and sustainability of peace efforts.
- 5. Connecting local interventions to broader peacebuilding frameworks**  
Peace and stabilization programming links community-level interventions to national, regional, and global peacebuilding and security agendas, including engagement with UN peace and security actors and inter-agency coordination mechanisms. This ensures coherence between operational programming and policy-level processes.
- 6. Integrating data, analysis, and evidence-based approaches**  
Peace and stabilization interventions are grounded in conflict analysis, mobility data, and local assessments to ensure programming is context-specific, adaptive, and responsive to evolving dynamics. This strengthens IOM's capacity to contribute to anticipatory and prevention-oriented approaches.

## **Intended Outcomes and Objectives of the Position**

The position is designed to strengthen IOM's peace and stabilization portfolio by ensuring that programming is strategically aligned, technically robust, and operationally effective across diverse crisis contexts.

- 1. Strengthen IOM's institutional offer on peace and stabilization**  
The role will reinforce IOM's capacity to design and implement integrated peacebuilding, stabilization, and reintegration programmes that address drivers of conflict and displacement while supporting sustainable recovery and solutions.

2. **Ensure alignment with the Strategic Plan and global priorities**  
The position will ensure that peace and stabilization programming is aligned with IOM's Strategic Plan 2024–2028 and global organizational priorities, reinforcing IOM's role as a key nexus actor in fragile and crisis-affected settings.
3. **Enhance technical advisory support and quality assurance**  
Positioned at headquarters, the role will provide technical guidance, develop standards and tools, and support field operations in implementing high-quality peace and stabilization programming, .
4. **Bridge operational programming with policy engagement and partnerships**  
The role will support the translation of field-level programming into global policy engagement and strategic partnerships, including coordination with UN peace and security actors, governments, and donors.
5. **Advance integrated, scalable, and innovative approaches**  
The position will contribute to expanding IOM's peace and stabilization portfolio through integrated programmatic approaches that link stabilization, livelihoods, recovery, and solutions, while supporting resource mobilization and innovative financing opportunities.

Under the direct supervision of the Programme Advisor (Stabilization) and overall supervision of the Chief of Peace, Recovery, and Solutions Division and Director for Humanitarian Response and Recovery Department. The Peace and Stabilization Officer will support the development and operationalization of IOM's stabilization and peacebuilding portfolio, with a particular focus on urban-based violence, social cohesion, and community-level stabilization interventions. This includes strengthening the coherence of recovery approaches across the Division, supporting Country Offices with technical guidance contributing to policy development and strategic engagement with external partners.

### SECTION 3

## Responsibilities and Accountabilities

1. Support the development and strengthening of IOM's global stabilization and social cohesion approaches within PRSD, ensuring alignment with institutional priorities and evolving stabilization related dynamics.
2. Provide technical support on urban violence and stabilization programming, including approaches addressing gang violence, organized crime, and community-level insecurity, with a strong emphasis on stabilization approaches and community resilience building.
3. Lead and support stabilization-focused conflict and security analysis, including political economy analysis and mapping of key drivers, actors, and dynamics of instability and fragility, to inform the design of context-specific stabilization interventions, particularly in urban and high-risk environments.
4. Develop and promote analytical frameworks and tools to inform stabilization programming, with a focus on conflict analysis and sensitivity s.
5. Support the design of context-specific, evidence-based stabilization and social cohesion interventions, including initiatives that strengthen trust, inclusion, and relationships within and between communities, as well as between communities and institutions.
6. Contribute to the development of community-based stabilization approaches, including mechanisms for dialogue, mediation, and conflict resolution, as well as interventions that promote social cohesion and collective resilience.

7. Strengthen the evidence base on the effectiveness and impact of IOM's stabilization and social cohesion interventions, including through support to improve measurement frameworks, data collection and analysis, and the systematic documentation and dissemination of good practices and lessons learned.
8. Support the design and integration of community-based reintegration approaches and return interventions in fragile and crisis-affected contexts, ensuring that these contribute to stabilization objectives by strengthening community resilience, addressing drivers of exclusion and marginalization, and promoting social cohesion between returnees and host communities.
9. Support the design and application of area-based stabilization approaches, ensuring linkages between community-level interventions, governance systems, and service delivery.
10. Provide technical backstopping to Country Offices on stabilization programming, including the review of project proposals, strategies, and programme frameworks.
11. Support the development of policy guidance, tools, and methodologies on stabilization within PRSD.
12. Promote the integration of conflict sensitivity, do-no-harm, and inclusion principles across stabilization programming.
13. Perform such other duties as may be assigned.

## SECTION 4

# Required Qualifications and Experience

## EDUCATION

- Master's degree in Political or Social Sciences, Business Administration, and/or International Relations or Law from an accredited academic institution with seven years of relevant professional experience; or
- University degree in the above fields with ten years of relevant professional experience
- Experience in communications is desirable.

## EXPERIENCE

Demonstrated experience in:

- Programme management in complex environments
- Strong technical expertise in recovery, reconstruction, and resilience programming
- Post-crisis recovery and reconstruction programming
- Area-based and community-driven approaches
- Programme design and strategic planning at regional or global level
- Working across humanitarian and development contexts

## SKILLS

- Excellent reporting and writing skills;
- Demonstrated ability to supervise and manage staff at an operational level in humanitarian emergencies;
- Good knowledge of UN and bilateral donor programming;

- Ability to write and speak clearly and concisely in English; working knowledge of French and/or Spanish is desirable.
- Strong computer skills; and,
- Proven high-level representation skills, such as speaking at meetings and providing situational analysis.

## SECTION 5

### Languages

#### REQUIRED

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (Arabic, Chinese, French, Russian, or Spanish).

For all applicants, fluency in English is required (oral and written).

#### DESIRABLE

Working knowledge of French and/or Spanish.

## SECTION 6

### Competencies<sup>1</sup>

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

**VALUES** - All IOM staff members must abide by and demonstrate these five 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.

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<sup>1</sup> Competencies and respective levels should be drawn from the Competency Framework of the Organization.

## CORE COMPETENCIES - Behavioural indicators – Choose a level.

**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.

## MANAGERIAL COMPETENCIES - Behavioural indicators – Choose a level.

**Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.

**Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.

**Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.

**Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.

**Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

## SECTION 7

### Signatures

1 <sup>st</sup> Level Supervisor	Date
	<a href="#">Click here to enter a date.</a>
2 <sup>nd</sup> Level Supervisor	Date
	<a href="#">Click here to enter a date.</a>