



International Organization for Migration (IOM)
Organisation internationale pour les migrations (OIM)
Organización Internacional para las Migraciones (OIM)

INSA2016/03

OPEN TO INTERNAL AND EXTERNAL CANDIDATES

I. POSITION INFORMATION	
Position title Position grade Duty station	Phamesa Research Intern
Seniority band: Job family: Organizational unit: Position number Position rated Subject to rotation	N/A
Reporting directly to	MH Research Officer
Overall supervision by	Migration Health Regional Coordinator
Managerial responsibility	N/A
Directly reporting staff	
II. ORGANIZATIONAL CONTEXT AND SCOPE	
1. Background The International Organization for Migration (IOM) is a dynamic and growing inter-governmental organization, with 162 member states. IOM works to help ensure the orderly and humane management of migration, to promote international cooperation on migration issues, to assist in the search for practical solutions to migration problems, and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people. IOM addresses the migratory phenomenon from an integral and holistic perspective, including links to development, in order to maximize its benefits and minimize its negative effects. Migration Health Following the WHO definition of health as “a state of physical, mental and social well-being and not merely the absence of disease or infirmity (WHO, 1994),” migration health translates the definition as the physical, mental, and social well-being of migrant and mobile populations and host communities affected by migration. IOM’s Migration Health programmes address the health needs of individual migrants as well as the public health needs of their transit and host communities by assisting governmental	

and non-governmental partners in the development and implementation of relevant policies and programmes. Since 2003 IOM in the southern Africa region has focussed on Health Promotion and Assistance for Migrants through its regional programme, “Partnership on HIV and Mobility in Southern Africa”. As from July 2010, the programme expanded its geographical coverage and became the Partnership on Health and Mobility in East and Southern Africa (PHAMESA).

The overall objective of PHAMESA is to contribute to improved standards of physical, mental and social wellbeing of migrants and migration affected population in East and Southern Africa by responding to their health needs throughout all phases of the migration process which enables them to substantially contribute to the socioeconomic development of their host and home communities.

In addition PHAMESA also responds to the public health needs of migrants’ host communities, using IOM’s network of regional and country missions, and partnerships with Regional Economic Communities, National AIDS Councils, Ministries of Health, Ministries of sectors dealing with mobile and migrant workers, Private Sector Companies, Unions, UN and International and local NGOs. The programme targets three main groups affected by migration: 1) Labour migrants and mobile workers; 2) Forced and irregular migrants; and 3) People affected by mobility such as families, migrants’ transit and host communities.

PHAMESA has four key outcome areas that are aligned with the WHA Resolution 61.17:

Outcome 1: Improved monitoring of migrants’ health to inform policy and practice;

Outcome 2: Policies and legislations comply with obligations with respect to the right to health of migrants;

Outcome 3: Migrants and migration-affected communities have access to and use migrant-sensitive health services in countries of origin, transit and destination;

Outcome 4: Strengthened multi-country/sectoral partnerships and networks for effective and sustainable response to health challenges associated with migration in East and Southern Africa.

The Research unit falls under Outcome 1. It contributes to increasing the pool of evidence on health of migrants and migration-affected communities in order to contribute to evidence-based, effective programming and policy development.

Under the direct supervision of the Migration Health Officer, the Research intern will assist with the processing, management, analysis and report writing of PHAMESA research.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

The intern will primarily assist the Migration Health Research Officer in processing and managing survey data from different countries into a central database. The internship provides an opportunity for the intern to develop skills in qualitative and quantitative research skills; including tool development, data management; data analysis and report writing.

The Research intern’s specific functions will include, but not limited to:

- Organizing PHAMESA research into a central database;
- Contribute to research tool development

- Enter data, run queries and do quality check of research data;
- Assist in data management in preparation for analysis
- Assist in data analysis
- Generate tables and graphs;
- Assist in developing research abstracts
- Assist in writing research reports
- Any other duties as required.

III. COMPETENCIES

The incumbent is expected to demonstrate the following technical and behavioural competencies

- Accepts and gives constructive criticism
- Follows all relevant procedures, processes and policies
- Meets deadline, cost, and quality requirements for outputs
- Monitors own work to correct errors
- Takes responsibility for meeting commitments and for any shortcomings
- Identifies the immediate and peripheral clients of own work
- Contributes to colleagues learning
- Demonstrates interest in improving relevant skills
- Actively shares relevant information
- Clearly communicates, and listens to feedback on, changing priorities and procedures
- Writes clearly and effectively, adjusting wording to the intended audience
- Listens effectively and communicates clearly, adapting delivery to the audience
- Provides constructive feedback to colleagues
- Sets clear and achievable goals consistent with agreed priorities for self and others
- Organizes and documents work to allow for planned and unplanned handovers
- Treats all colleagues with respect and dignity
- Works effectively with people from different cultures by adapting to relevant cultural contexts
- Knowledgeable about and promotes IOM core mandate and migration solutions
- Contributes to, and follows team objectives
- Actively supports and implements final group decisions
- Takes joint responsibility for team's work

IV. EDUCATION AND EXPERIENCE

- Must be enrolled/finishing Honours/Masters university student in the field of Demography, Epidemiology, Public Health or Statistics
- Excellent oral and written English Skills;
- Very good knowledge of statistical concepts;
- Proficiency with MS Word, excel, access
- Proficiency with statistical packages (SPSS, Stata, Epi-Info)
- Demonstrate ability to meet deadlines and to write clearly;

- Proficiency with data management, quality assurance and database or spreadsheet maintenance;
- Strong analytical skills;
- Good interpersonal skills;
- Ability to work in a multi-cultural environment; and
- Ability to deliver results under tight deadlines.

V. LANGUAGES

Required

English

Fluent

VI. DURATION

3-6 months

METHOD OF APPLICATION

Method of application:

If you are qualified for this position please email the following to pretoriacv@iom.int under the **REFERENCE: [INSA2016/03](#)** in the subject line of your email:

- a. COVER LETTER MOTIVATING YOUR APPLICATION
- b. DETAILED CV
- c. COPY OF ID
- d. **IOM PERSONNEL HISTORY FORM** WHICH YOU WILL FIND ON [HTTP://SOUTHAFRICA.IOM.INT](http://southafrica.iom.int) IN THE VACANCIES SECTION

Kindly quote the **REFERENCE- INSA2016/03** in the subject line of your application. We will not be able to track your applications without the reference code provided.

Incomplete applications will be rejected. Only shortlisted candidates will be notified.

Please send your CV's by 15 April 2016

ENQUIRIES IN RESPECT TO THE JOB DESCRIPTION AND APPLICATION MAY BE DIRECTED TO THE SAME EMAIL ADDRESS.