



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

## TERMS OF REFERENCE

<b>Position Title:</b>	Intern (Youth, Employment, Sports and Mobility) Division of Labour Mobility and Human Development (LHD)
<b>Duty Station:</b>	IOM Headquarters, Geneva
<b>Supervision:</b>	The Intern will work under the guidance and supervision of the Head of LHD Division and in cooperation with LHD Division colleagues.
<b>Duration of Assignment:</b>	6 months

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## BACKGROUND INFORMATION

The Labour Mobility and Human Development (LHD) Division in the Department of Migration Management (DMM) is the institutional focal point for IOM policy and technical support to programme development on labour mobility, human development, migrant integration and social cohesion, as well as migration and development and links with diasporas.

In coordination with other HQ Departments and Field Missions, LHD provides the Organization institutional vision and operational guidance on Labour Mobility, Migrant Integration and Social Cohesion as well as Migration and Development. Its preoccupation is to help building field capacities to address the unique individual needs of migrants, governments and civil societies with regard to labour and other programmes under the regular migration regime and to improve policy development, project development and the delivery of services to governments and migrants.

Through research and the dissemination of good practices, the LHD Division also keeps Member States, other United Nations Organizations, private sector and businesses, media and civil society actors, up to date on labour mobility, human development and migration and development trends.

In line with its Vision 2020, LHD has developed a Plan of Action 2016, where youth and young migrants are considered as a key target group. One billion people are aged between 15 and 24. Youth unemployment (or underemployment), difficulties of transition from school to work, are among the biggest challenges faced by many governments worldwide, and key drivers of youth migration recently. Specific actions need to be further developed, in order to address the challenge posed by an increasing global youth population and its nexus to migration. LHD is committed to support its Member States to ensure that youth have a dignified life, should they decide to migrate or to stay put in their countries. IOM implements a series of actions, both at origin and destination, aimed at reducing the risk of marginalization of youth, through boosting job opportunities and better employment conditions for youth. It also sees youth as agents of change, development and peace building.

## DUTIES AND RESPONSIBILITIES

- Collect and review data and compile documents related to current and past IOM experiences in the fields of youth mobility, youth and employment, and sports and mobility as directed by colleagues in LHD;
- Assist colleagues in LHD to enforce a communications strategy. Identify opportunities, input creative ideas and propose mechanisms for innovatively disseminating information and engaging youth, stakeholders and media;

- Assist colleagues in LHD to identify case studies and material to provide to various media outlets in order to encourage the steady and regular flow of attention to the issue of unethical recruitment in sports and the exploitation of young athletes;
- Identify appropriate material and accordingly update the IOM Youth Knowledge Management Platform, as well as other websites such as IOM among others;
- Take ownership of keeping colleagues and stakeholders up to date on programme developments;
- Conduct research and assist colleagues in LHD to deliver a programme/campaign to address the issue of unethical recruitment in sports and the exploitation of young athletes.

#### **EXPECTED DELIVERABLES**

- Re-activate the IOM Youth Knowledge Management Platform, to include updating and streamlining content;
- Produce content (e.g. case studies) for training material linked to youth elements of mobility, employment and entrepreneurship, as well as on ethical recruitment in sports;
- Drafted articles and papers on the focus area, communication materials and tools (factsheets, power point presentations, talking points, web page and intranet content, social media tools, etc.), on a needs basis, adapted to different audiences (internal and external);
- Communicate regular and timely updates on activities to stakeholders and colleagues.

#### **QUALIFICATIONS AND EXPERIENCE**

- University degree in Economics, the Social Sciences, Law, Development Studies, International Relations/Affairs, Finance/Business or related discipline;
- Strong IT skills/computer literacy, especially database tools;
- Strong organizational and communication skills;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;
- Proven ability to produce quality work accurately and concisely according to set deadlines;
- Practical experience of how to multi-task, prioritize and work independently;
- Excellent knowledge of spoken and written English; working knowledge of French and/or Spanish is highly desirable;
- Interest in migration and development, in particular with regards to youth migration and youth development;
- Interest in sports development and ethical issues in sports;
- Experience working with private sector, banks, trade unions, Government counterparts, UN agencies and/or non-governmental organizations, especially youth, youth protection or sports organisations is considered an asset.

#### **COMPETENCIES**

The successful candidate will demonstrate the following core behavioural IOM competencies:

- Communication;
- Creativity and Initiative;
- Inquisitive and Analytical;
- Planning and Organizing;
- Strong Interpersonal skills;
- Team Player;
- Continuous Learning;
- Technological Awareness.