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**TERMS OF REFERENCE**

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| I. Position Information | | |
| Position title | Intern – (Migration Health) | |
| Position grade | Other | |
| Duty station | Lilongwe, Malawi | |
| Organizational unit | Migration Health | |
| Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position? | Country Office | |
| Reports directly to | National Health Migration Officer | |
| II. Organizational Context and Scope | | |
| **Background Information**   1. **Background**   The International Organization for Migration (IOM), the UN Migration Agency is a dynamic and growing inter-governmental organization, with 173 member states. IOM is committed to the principle that “humane and orderly migration benefits migrants and society”. Established in 1951 and now active in over 440 field locations worldwide, IOM works with partners, government and civil society to promote international cooperation to address operational challenges of migration and mobility, 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, to maximize its benefits and minimize its negative effects.  IOM’s Migration Health programmes address the health needs of individual migrants as well as the public health needs of transit and host communities by assisting governmental and non-governmental partners in the development and implementation of relevant policies and programmes. IOM’s Migration Health programmes address the health needs of individual migrants as well as the public health needs of host communities by assisting governmental and non-governmental partners in the development and implementation of relevant policies and programmes. Regarding the field of migration health, IOM focuses on three strategic programme areas:  **1) Migration Health Assessments and Travel Assistance**: Providing health assessment services to migrants and refugees on behalf of destination governments. Services include physical examination, laboratory diagnostics, vaccinations, DNA testing, and treatment of excludable conditions as per the specific guidelines of receiving governments.  **2)** **Health Promotion and Assistance for Migrants**: Providing health services that meet the specific needs of migrants and their host communities, across a wide range of priority areas such as sexual and reproductive health and rights (SRHR); mental health; immunizations; environmental health and hygiene; outbreak preparedness; and communicable disease prevention, surveillance, and control. Furthermore, this programme area involves health promotion and education on migration health, while developing government and community capacity in identifying and responding to the health-related challenges of migration and population mobility.  **3)** **Migration Health Assistance for Crisis-affected Populations**: Supporting governments and populations during the acute phase and in the aftermath of emergencies by managing health issues related to the mass movement of people and arranging medical evacuation for individuals. Activities include psychosocial assistance, communicable disease control.  **4) Health Promotion and Assistance to Migrants**: Provide health services that meet the specific need of migrants in host communities, across a wide range of priority areas such as sexual and reproductive health and rights (SRHR), mental health, immunizations, environmental health and hygiene; outbreak preparedness; and communicable disease prevention, surveillance and control. Furthermore, this programme area involves health promotion and education on migration health, while developing government and community capacity in identifying and responding to the health-related challenges of migration and population mobility.  **5) Migration Health Assistance for Crisis-affected Population**: Support Governments and populations during the acute phase in the aftermath of emergencies by managing health issues related to the mass movement of people and arranging medical evacuation for individuals. Activities include psychosocial assistance, communicable disease control and response, and reconstruction of damaged health infrastructure.  To enhance migration health programmes in cross-border and major transport corridors in Southern Africa, IOM received funding from the Kingdom of the Netherlands to implement the project entitled: “Sexual and Reproductive Health and Rights (*SRHR)-HIV Knows No Borders (KNB)”.* The programme is implemented in partnership with Save the Children International and in close collaboration with Ministries of Health, other UN agencies and local community organizations. The programme’s overall impact objective is to contribute to improved SRH-HIV outcomes and quality of life among young vulnerable people (YVP) aged 10 to 29 years, including migrants and sex workers living in migration affected communities in six countries (Eswatini, Lesotho, Malawi, Mozambique, South Africa and Zambia) in Southern African region by December 2026.  This overarching goal will be achieved through the following interdependent intermediate outcomes:   1. **Healthy Choices:** Young vulnerable people (YVP), including migrants and sex workers living in migration affected communities in six countries in Southern African region have safe sexual behaviour and greater freedom of choice about their HIV and SRH rights by December 2026. 2. **Access to Services:** Young vulnerable people (YVP), including migrants and sex workers living in migration affected communities in six countries of Southern Africa have increased access to and utilization of quality SRH-HIV and other support services by December 2026. 3. **Creating an enabling environment:** Young vulnerable people (YVP), including migrants and sex workers living in migration affected communities in six countries of Southern Africa have their SRH-HIV rights and needs progressively addressed in changed socio-cultural norms, policy reforms and implementation at local, national and regional levels by December 2026.   Against this background, IOM in Malawi is looking to employ an Intern under the Migration Health Unit to assist on providing support to the implementation of the SRHR and HIV Knows No Borders project and other migration health initiatives undertaken by the mission. In Malawi, the KNB programme is implemented in districts of Mchinji, Mwanza and Neno.  **Supervision**  Under the overall supervision of the IOM Chief of Mission Malawi and direct supervision of the National Migration Health Project Officer, the intern will assist with the operational activities of the Migration Health Department in Malawi. | | |
| III. Responsibilities and Accountabilities | | |
| Areas of responsibilities by using the “What, why and how” approach.  **Training Components and Learning Elements**   * Work with the local staff on overall management and implementation of migration health activities; * Assist with monitoring and evaluation of migration health activities; * Attend internal meetings related to operational areas of the department’s activities; * Assist with organizing external meetings and site visits; * Assist with the preparation of reports on activities as assigned; * Interact with implementing partners and assist with coordination of their activities; * Undertake all other tasks as may be assigned. | | |
| IV. Required Qualifications and Experience | | |
| Education | | |
| |  | | --- | | The applicant must meet one of the following education requirement: | | 1. Be enrolled in the final academic year of a first university degree programme in health or any related field (minimum Bachelor’s level or equivalent); or 2. Be enrolled in a graduate school programme in the above named fields (second university degree or equivalent, or higher); or 3. Have graduated with a university degree in the above named fields (as defined (a) or (b) above) and, if selected, must commence the internship within one year of graduation. | | | |
| Experience | | |
| * No previous professional experience is required. | | |
| SKILLS | | |
| * Strong facilitation/training skills * Excellent writing and communication skills * Ability to work both independently and in a team environment. | | |
| V. Languages | | |
| Required  *(specify the required knowledge)* | | Desirable |
| Language required for the position: Fluency in English (oral and written). | | Desirable languages: knowledge of local language Chichewa |
| VI. Competencies | | |
| The incumbent is expected to demonstrate the following values and competencies:  **Values** – all IOM staff members must abide by and demonstrate these three values:   * Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible. * 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.   **Core Competencies** – behavioural indicators *level 1*   * 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 action and delegated work. * Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way. | | |
| **Notes** | | |
| **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 students approaching the end of their studies and preparing a thesis, or recently graduated, who have less than two years of relevant working experience.   * Only shortlisted candidates will be contacted, and additional enquiries will only be addressed if the candidate is shortlisted. * Please consider the cost of living in the duty station prior to applying. | | |
| Appointment will be subject to certification that the candidate is medically fit for appointment, any residency or visa requirements, and security clearances. | | |
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