



International Organization for Migration (IOM)
The UN Migration Agency

Open to Internal and External Candidates CONSULTANCY ANNOUNCEMENT

Position Title : **Licensed Clinical Supervisor**
Duty Station : **Berlin**
Reference Code : **CS-DE1-2019-02**
Classification : **Fee-based Consultancy**
Type of Appointment : **Consultancy**
Estimated Start Date : **As soon As Possible**
Closing Date : **04 August 2019**

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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:

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and 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.

The Federal Republic of Germany has been a member of IOM since 1954. IOM staff in Berlin, Nuremberg and Brandenburg implements in cooperation with governmental and non-governmental partners projects in the area of migration.

The main areas of activity in Germany are projects on resettlement and family reunion as well as assisted voluntary return and reintegration. This includes the REAG/GARP and StarthilfePlus programme, return counselling centres, information on the countries of return and specific reintegration support.

The IOM mission in Berlin is also the liaison office for cooperation on migration international IOM projects in the areas of humanitarian aid, peace-building and combatting human trafficking, which are supported by the German government.

To ensure highest-possible standards of care for both migrants and staff, IOM Germany seeks to provide regular clinical supervision for its staff members to conduct case conferences under the guidance of a qualified supervisor.

Core Functions / Responsibilities:

- Provide clinical supervision sessions for IOM staff members including reflection of own professional behaviour;
- Train and inform staff on techniques and processes to cope with emotional demanding cases;
- Exercise utmost confidentiality and professionalism
- Ensure that service issues are raised with the Mission and the Staff Welfare Office

Required Qualifications and Experience:

Education

- Graduate University degree in Psychology (M.A. or Dipl.-Psych.) or Medicine
- National approbation and registration as licensed psychologist (e.g. in Germany “Psychologische/r Psychotherapeut/in”) or as medical specialist for psychiatry and psychotherapy (e.g. in German “Facharzt/Fachärztin für Psychiatrie und Psychotherapie” oder Facharzt/Fachärztin für Psychosomatik und Psychotherapie”)
- License and registration through a national professional association (e.g. BDP, BACP, APA or equivalent) to practice clinical supervision;

Experience

- Essential: Minimum of 2000 hours of clinical supervision delivered to date
- Familiarity with work with migrants of advantage
- Prior work experience with IOM and/or United Nations agencies of advantage

Languages

- Fluent in English and German. Other UN languages of advantage.

Required Competencies

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 any challenges.

Core Competencies

- 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.

IOM’s competency framework can be found at [this link](#).

Technical

- Conduct supervision to the highest academic standards
- Adherence to absolute confidentiality and signing of a non-disclosure clause
- Secure storage of supervision records in accordance with German data protection law (Bundesdatenschutzgesetz)

Other:

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This post is subject to local recruitment. Only persons holding a valid residence and work permit for Germany will be eligible for consideration.

How to apply:

Qualified candidates should send their application documents including a brief (maximum 1 page) statement of interest and a quotation to the HR Department of IOM Germany (HRDGermany@iom.int). Due to the volume of applications received, IOM Germany Human Resources will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates.

Posting period:

From 17 July 2019 to 04 August 2019

Contact

International Organization for Migration / Germany
Human Resources
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