

IOM Greece
CALL FOR APPLICATIONS

Reference Number : **GRCFA23-187**
Position Title : **Psychologist**
Duty Station : **Thessaloniki, Greece**
Type of Appointment : **Special Short-Term Ungraded Contract**
Closing Date : **26 November 2023**

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. The International Organization for Migration (IOM) is committed to the principle that humane and orderly migration benefits migrants and society. As the leading international organization for migration, IOM acts with its partners in the international community to: assist in meeting the growing operational challenges of migration management; advance understanding of migration issues; encourage social and economic development through migration, and; uphold the human dignity and well-being of migrants.

In Greece, IOM is focusing on responding to the Mediterranean migrant's crisis, in support of the Greek Government and in cooperation with all other agencies involved. IOM currently implements interventions within the areas of emergency, preparedness and response, disaster risk reduction, livelihoods, healthcare and psychosocial assistance, assisted voluntary return of migrants, migration and development, resettlement and repatriation, family reunification, counter human trafficking, assistance to vulnerable migrants.

Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Context:

IOM operates Five Accommodation Centers for Unaccompanied Minors (Shelters) providing accommodation and access to services for Unaccompanied Migrant Children (UMC). Besides accommodation, the following services are provided to the beneficiaries: addressing basic needs, catering, hygiene, legal counselling, and information about life opportunities in Greece, interpretation, psychosocial support, medical support, Greek learning programs, learning support, organization of intercultural activities, work and career guidance.

Under the overall supervision of the Project Coordinator and the direct supervision of the Shelter Coordinator, the successful candidate will provide support in implementing project activities through provision of psychosocial services for the UMC in the accommodation facilities.

Core Functions / Responsibilities:

As a Psychologist of the Accommodation Center, the successful candidate will undertake on the following:

1. Assess the mental health of the UMC and write a psychological evaluation.
2. Organize and participate in group and one-on-one sessions for the psychological support and development of activities and interventions. Coordinate the UMCs' daily activities through educational and recreational activities.

3. Participate in the planning and implementation of interventions to inform and raise awareness of children.
4. Provide psychosocial support to the children in collaboration with the social worker or other members of the scientific team depending on the needs that arise. These might include: a) anxiety and anger management, b) conflict management and abrupt behavioral changes, c) coping mechanisms to effectively respond on crises related to mental or psychological pressure, e) improving interpersonal relationships and f) cultivating skills and talents.
5. Map existing national and humanitarian mental health and psychosocial services that are available and accessible to the site.
6. Refer children to primary or secondary medical care services if this is deemed necessary based on their mental health status.

As a Case Worker assigned specific children, the successful candidate will undertake on the following:

1. In collaboration with the rest of the team, implement necessary actions for the achievement of the objectives of the Individual Action Plan in accordance with the best interests of the child.
2. In collaboration with the child's Guardian, conduct Best Interest Assessments (BIA) or prepare other similar reports and identify the needs and vulnerabilities of unaccompanied children.
3. Keep and update the individual file of the child. Collect all information regarding the medical, psychosocial, and educational history, the legal status from all available sources and respective professionals, including the information provided by the child.
4. Collect and monitor all the required beneficiaries' documentation, on a monthly basis, for donor purposes.
5. Support the child in the Accommodation Center entry process, explain and discuss the rules of accommodation. Be their stable contact person and meet with the child at least once a week. Inform the child in advance of who will be responsible in case of each of your absences or leave.
6. Support the child in the smooth integration in activities inside or outside the Shelter.
7. In collaboration with trained Shelter staff and external actors, inform and train the children with the aim of strengthening them against any form of mental, sexual or other physical abuse and neglect, preventing dangerous situations, and learning how to react in the event of such situations.
8. Plan and perform necessary actions to prepare the children for their departure from the Accommodation Center and completion of their accommodation.

General support of Accommodation Center activities:

1. Escort the unaccompanied children (Asylum Service, Medical appointments or urgent, school, indoor and outdoor activities).
2. Distribute food, clothing, and personal hygiene kits to the children, according to their needs, in cooperation with the rest of the staff employed in the Shelter, if needed.
3. Reinforce the Accommodation Center rules at all times.
4. Perform such other duties as may be assigned.

Required Qualifications and Experience

Education

- University degree in Psychology with minimum two years of relevant work experience.
- Master's degree in a related field an advantage.
- Licensed Psychologist.
- Registration or chartered membership with the Greek Psychological Association an advantage.

Experience and Skills

- At least two years of relevant professional experience, preferably in psychosocial support in the migration and refugee context;
- Experience in emergency psychology a distinct advantage;
- Previous experience working with children and/or vulnerable population preferred;
- Experience working in a multi-cultural environment preferred;

- Strong work ethics and commitment to humanitarian principles;
- Willingness to work in day/ night shifts, during holidays and weekends;
- Valid driver's license with at least five years driving experience an advantage.

Languages

Fluency in **English** and **Greek** (written and oral) is required.

Required Competencies

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

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.
- Courage: Demonstrates willingness to take a stand on issues of importance.
- Empathy: Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioural indicators

- 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.

Other:

IOM is committed to a diverse and inclusive environment.

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

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

At the time of recruitment, all candidates must disclose any known relative or spouse who works for IOM. Candidates may also be requested to provide documentary evidence of academic degree(s), professional licenses, and proof of no criminal records as relevant to the requirements of the position advertised.

Appointment will be subject to certification that the candidate is medically fit for appointment, verification of residency, visa, and authorizations by the concerned Government, where applicable.

Vaccination against COVID-19 will be required for IOM personnel who are hired or otherwise engaged by IOM on or after 15 November 2021. As part of the mandatory medical entry on duty clearance, candidates will be requested to provide evidence of full vaccination.

How to apply:

Interested candidates are invited to submit their application including **a cover letter, CV and a completed Personal History Form in English by email to: GRHRAPPLY@iom.int**, specifying the vacancy reference number **GRCFA23-187 and full name** in the subject line.

Please click this [link to access the Personal History Form](#) (four pages).

Due to the volume of applications received, IOM Greece Human Resources will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates.

Posting period:

From 20 November 2023 to 26 November 2023.