



IOM International Organization for Migration
سازمان بین المللی مهاجرت
د مهاجرت نړیوال سازمان

VACANCY NOTICE

OPEN TO INTERNAL & EXTERNAL CANDIDATES

Title: DTM Software Developer
Location: Kabul
Duration: 6 months with possibility of extension
Vacancy No VN-KBL-026/17
Grade: G5/S1
No. Position: 1
Gender: (Male or Female) (Female candidates are highly encouraged to apply)
Date: 16 July 2017
Closing Date 30 July 2017

Background:

Under the direct supervision of the DTM Coordinator and overall supervision of the Head of IM Unit, the Software Developer will be responsible for overseeing all aspects of the development and maintenance of .NET applications with SQL Server as directed by his/her supervisor in response to the needs of the mission or its projects. In particular he/she will:

Duties and Responsibilities:

1. Assist in the development of database application, and identify, adopt, and elaborate of applicable quality standards
2. Assist in creating the database structures, end user interfaces and in preparation of business requirement documentation and training materials.
3. Conduct user training in database operations and user maintenance and is able to self-organize to support multi-programme database needs
4. Report to the management on quality statistics. And recommend software quality improvements
5. Create enhanced data presentation tools or applications and integration into web application for DTM.
6. Develop databases using industry standard design principles and patterns to attain high re-usability and maintainability.
7. Assist in rollout of software application for internal and external use
8. Improve and automate data validation mechanisms to support operational and reporting systems.
9. Proactively monitor integrated processes/database use, especially by field staff, and contact users to identify difficulties related to the database, server, or connectivity.
10. Document user requirements and analysis for the design, coding and deployment of .NET applications with SQL Server, following existing standards.
11. Develop applications in accordance with user and business requirements. Providing applications training to end users to ensure productive use of existing and new applications and systems.

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12. Ensure adherence to data protection policies following procedures put in place for requests for data changes, access and general database use.
13. Perform other duties as assigned.

IV. COMPETENCIES

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

Behavioural

- Ability to work with flexibility and integrity;
- Ability to work independently, with excellent organizational and multi-tasking skills;
- Ability to work in challenging settings, under pressure while respecting tight deadlines;
- Detail-oriented, reliable and high sense of responsibility
- Capacity to learn and gain new competencies, while accepting/giving constructive criticism

Accountability

- 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.

Client Orientation

- Identifies the immediate and peripheral clients of own work.
- Establishes and maintains effective working relationships with clients.
- Identifies and monitors changes in the needs of clients, including donors, governments, and project beneficiaries.

Continuous Learning

- Contributes to colleagues' learning.
- Demonstrates interest in improving relevant skills.
- Demonstrates interest in acquiring skills relevant to other functional areas.
- Keeps abreast of developments in own professional area.

Communication

- 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.

Creativity and Initiative

- Proactively develops new ways to resolve problems.

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Leadership and Negotiation

- Shares and convinces others to share resources
- Presents goals as shared interests.

Performance Management

- Provides constructive feedback to colleagues
- Provides fair, accurate, timely, and constructive staff evaluations
- Uses staff evaluations appropriately in recruitment and other relevant HR procedures
- Planning and Organizing
- Sets clear and achievable goals consistent with agreed priorities for self and others.
- Identifies priority activities and assignments for self and others.
- Develops strategic vision for IOM within area of responsibility.
- Organizes and documents work to allow for planned and unplanned handovers.
- Identifies risks and makes contingency plans.

Professionalism

- Masters subject matter related to responsibilities
- Identifies issues, opportunities, and risks central to responsibilities
- Incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation
- Persistent, calm, and polite in the face of challenges and stress
- 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

Teamwork

- Actively contributes to an effective, collegial, and agreeable team environment.
- Contributes to, and follows team objectives.
- Gives credit where credit is due.
- Seeks input and feedback from others.
- Delegates tasks and responsibilities as appropriate.
- Actively supports and implements final group decisions.
- Takes joint responsibility for team's work.

Technological Awareness

- Learns about developments in available technology
- Proactively identifies and advocates for cost-efficient technology solutions
- Understands applicability and limitation of technology and seeks to apply it to appropriate work.

Technical

- Ability to verify, clean and process data
- Good typing skills, at least 40 words per minute

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- Computer knowledge use including Microsoft Office, Access, Google Earth and ability to use internet and email;
- Knowledge of Open Data Kit (ODK) and online database application data entry applications and use of PDAs
- Good knowledge of the geography of Governorate
- Familiarity with mobile data collection technologies and GPS an advantage

V. EDUCATION AND EXPERIENCE

- Bachelor in IT, Computer Science
- Experience in data/information management, preferably in crisis and humanitarian situations
- Experience with International Organizations, INGO or LNGOs is an advantage

| VI. LANGUAGES | |
|--------------------------------|--------|
| Required | |
| English, Dari, Pashto | Fluent |
| Advantageous | |
| ANY OTHER LOCAL OR UN LANGUAGE | |

Method of Application:

Interested applicants are invited to send curriculum vitae by the following e-mail address: applications4@iom.int and SSADAT@iom.int by **30 July 2017** latest, referring to this advertisement quoting the above vacancy notice number. Candidates holding IOM contract should submit the internal application form. Sending curriculum vitae to both e-mail addresses are mandatory, applicants who failed to do so will not be considered.

Note: We do not accept hard copies.