



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

VACANCY NOTICE

OPEN TO INTERNAL & EXTERNAL CANDIDATES

Title: Software Developer
Location: Kabul
Duration: 6 months with possibility of extension
Vacancy No VN-KBL-084/17
Grade: G5
No. Position: 1
Gender: (Male or Female) (Female candidates are highly encouraged to apply)
Date: 13 September, 2017
Closing Date 24 September, 2017

I. ORGANIZATIONAL CONTEXT AND SCOPE

Under the overall supervision of the Migration Management Officer and the technical supervision of the Senior Database Assistant (Information Management Unit) in Kabul, the candidate is responsible for effective support to and implementation of IOM Afghanistan's Strengthening Government Capacity in Identity Verification and Travel Document Examination project. In particular, he/she is responsible for:

II. Responsibilities

1. Develop upgrades and enhancements to the digitalisation software of the PRD digitalisation office, using industry standard design principles and patterns to attain high re-usability and maintainability, in order to maximize the efficiency of the digitalization process.
2. Oversee and ensure continued maintenance of the digitalisation database.
3. Oversee the development and deployment of the Identity Verification Platform; provide any necessary maintenance assistance; and identify, adopt, and elaborate applicable quality standards.
4. Develop database structures, end user interfaces, business requirement documentation, and training materials for all related systems.
5. Conduct user training in database operations and user maintenance and is able to self-organize to support multi-programme database needs.
6. Ensure strict quality control during data entry and is able to make rectifications to format errors, spelling or grammar mistakes duplicate entries as needed.
7. Report to the management on quality statistics and recommend software quality improvements.
8. Schedule and conduct software reviews and tests and support user acceptance tests.
9. Validate user documentation.
10. Ensure adherence to data protection policies following procedures put in place for requests for data changes, access and general database use.
11. Represent the Unit/ Organization at meetings with Government and /or donor counterparts.
12. Support the Migration Management Division with other information management related tasks as required.
13. Perform any other duties as assigned.

IOM Kabul

Street No. 4, House No. 27, Ansari Square, Shahr-e-Naw, Kabul, Afghanistan.

Email: iomkabul@iom.int Internet: www.iom.int

IV. Competencies¹

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
- Coordinates actions with emergency response actors and making use of coordination structures
- Supports adequate levels of information sharing between internal units, cluster partners, IOM and other emergency response actors

Creativity and Initiative

- Proactively develops new ways to resolve problems

Leadership and Negotiation

- 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
- Organizes and documents work to allow for planned and unplanned handovers

¹ Competencies should be drawn from the Competency Framework of the Organization.

- 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
- Works effectively in high-pressure, rapidly changing environments

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

V. Education and Experience

Education

- Graduate of a university degree in Computer Science or any related IT field

Experience

- At least 5 years of professional experience in data modeling and programming preferably with documented experience of using system analysis methods and data modeling tools;
- Excellent understanding on PHP, MYSQL, .NET framework, ASP.NET, C#
- Excellent understanding of SQL 2000/2005/2008 and MySQL database systems and architectures
- Experience in Reporting Services
- Experience working with specialized international agencies (UN Agencies, International Organizations, and International NGOs) and in complex operations, including conflict and post-conflict situations a distinct advantage.

VI. Languages

Required (specify the required

Advantageous

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knowledge)	
English and Dari (Fluent)	Pashto

Method of Application:

Interested applicants are invited to send their curriculum vitae (CV) to the following e-mail address: applications4@iom.int No later than **24 September 2017**, referring to this advertisement quoting the above vacancy notice number. Candidates holding IOM contracts should submit the internal application form. Sending your curriculum vitae to the given e-mail address is mandatory, applicants who fail to do so will not be considered.

(Female candidates are highly encouraged to apply)

Note: We do not accept hard copies.