



## IOM Greece CALL FOR APPLICATIONS

Reference Number : **GRCFA22-328**  
Position Title : **Psychologist**  
Duty Station : **Thessaloniki\*, Greece** (*with frequent travels in North Greece*)  
Type of Appointment : **Special Short-Term Ungraded Contract**  
Closing Date : **30 September 2022**

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:**

In coordination with the MoMA and the European Commission (EC), IOM seeks to contribute to improving the quality of humanitarian response and protection assistance to migrants hosted within the Greek Reception system with particular focus and individualized management of beneficiaries being in a situation of vulnerability. Through the Harmonizing Protection Practices in Greece (HARP) project, IOM has developed and is implementing activities (Specialized Protection Assistance, Community Engagement and Skills Development) directly as well as in partnership with a large array of Implementing Partners.

Staff members in field-based positions are required to be mobile within the assigned cluster when immediate project needs arise. This position is based in a field duty station under the Thessaloniki cluster, which includes the following locations: Alexandreia, Veria, Diavata, Lagadikia, Nea Kavala, Vagiochori and Serres. Staff members may be assigned by their respective supervisors to be deployed to other locations within the same cluster

Under the overall supervision of the Protection Area Coordinator and the direct supervision of the Mental Health and Psychosocial Support (MHPSS) Coordinator, the successful candidate will support in the implementation of project activities related to the provision of psychological support and counselling in the assigned accommodation facilities.

## ***Core Functions / Responsibilities:***

1. Perform an initial psychological assessment on migrants and asylum seekers in the open accommodation centres; Identify and follow-up on pre-existing mental health conditions and their treatment, as well as cases in need of immediate referral to clinical services, such as victims of SGBV, people with suicidal tendencies, people harmful for themselves and for others, those demonstrating serious psychotic episodes, people with pre-existing psychological disorders in need of continuation of treatment and substance abusers, especially those in abstinence crisis.
2. Map existing national and humanitarian mental health services available that are accessible to the sites residents and refer cases accordingly.
3. Demonstrate time management skills in terms of deadlines and ensure flexibility in emergency situations.
4. Identify gaps (i.e., lack of interpretation services) that should be referred to the project management and local authorities for further action.
5. Develop and maintain an efficient mental health referral system for refugees, in coordination with other governmental and/or partner agencies.
6. Participate in Protection and Case Conference meetings with the national authorities on the sites, to discuss good practices and challenges.
7. Conduct regular individual and group counselling sessions for refugees and other migrants in need and provide referrals to psychiatrists if necessary. Focus on group activities and info sessions, but not therapy sessions.
8. Conduct accompaniments to psychiatric appointments for vulnerable cases, if needed.
9. Coordinate prosecutor's order and conduct psychological reports if needed.
10. Engage in adequate and effective coordination with other IOM staff members and inform adequately about changes in the schedule of the mobile team's visits.
11. Organize psychosocial activities, conduct focus group discussions and awareness raising group sessions with beneficiaries on mental health-related issues.
12. Provide psychological reports to other actors operating at the site or to external partners, for the best interest of the beneficiaries.
13. Prepare case reports and statistics and submit to respective IOM teams.
14. Ensure the confidentiality of medical information of the migrants and refugees.
15. Coordinate with the appropriate IOM teams to ensure that migrants' and refugees' basic needs are covered.
16. Monitor medical and mental health expenses related to needs of migrants and refugees.
17. Undertake duty travel as requested.
18. Perform such other duties as may be assigned.

## ***Required Qualifications and Experience***

### **Education**

- University degree in Psychology (Clinical psychology, Counselling Psychology, or similar) from an accredited academic institution with minimum three years of relevant work experience.
- Master's degree in above fields an advantage.
- Registration or chartered membership with the Greek Psychological Association will be considered as an advantage.
- Professional license to practice psychology.

### **Experience and Skills**

- At least three years of experience with relevant population or paid experience in a clinical setting;
- Experience in emergency response settings would be a distinct advantage;

- Knowledge of PFA and IASC guidelines for MHPSS in emergencies, as well as health and migration administrative procedures is an advantage;
- Proven strong clinical skills;
- 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.

## 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.

\* Transportation to/from assigned place of duty will not be provided by the Organization.

**Vaccination against COVID-19 will be required for IOM personnel who are hired or otherwise engaged by IOM. 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](mailto:GRHRAPPLY@iom.int)**, specifying the vacancy reference number **GRCFA22-328 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 15 September 2022 to 30 September 2022