

Director General (DG)

ICMPD Headquarters, Vienna, Austria

Functional Overview

In the dynamic field of migration, the International Centre for Migration Policy Development (ICMPD), as an international organisation with 21 Member States, contributes to the creation of effective migration management, the development of robust policies, and the enhancement of capacities.

The **Director General (DG)** of ICMPD plays a crucial role in guiding ICMPD's strategic and operational direction, embodying commitments to partnership, transparency, accountability, and diversity. This role requires integrating these principles into all facets of ICMPD's work, ensuring adherence to international law and human rights.

Key Responsibilities

The Director General of ICMPD:

- Shall provide leadership and strategic oversight to ICMPD;
- Ensure the development of comprehensive and innovative migration policies and interventions;
- Serve as ICMPD's chief representative, enhancing its international stature and advocating for effective migration governance based on international norms;
- Ensure efficient and transparent management of the organisation, fostering a culture of diversity;
- Cultivate an inclusive work environment, implementing personnel management practices that promote equality and respect for diversity;
- Act as the chief legal representative;
- Ensure regulatory compliance, risk management, and regular reporting to ICMPD's Steering Group on the organisation's performance, financial status, risks, and opportunities.

Qualifications, Experience and (Key) Competences

- Minimum 15 years of professional experience.
- At least 10 years of relevant experience in managing and leadership roles.
- **Leadership:** Proven leadership in managing an agency, ministry, or comparable organisation is an asset, with a strategic vision for addressing complex issues related to migration.
- **Management Experience:** Extensive experience in senior management, including overseeing significant operations, policies, and programmes.
- **Representation:** Skilled in high-level representation and advocacy, promoting organisational values and policies on a global stage.
- **International Relations:** In-depth knowledge and expertise in international relations, with a strong understanding of global migration dynamics.
- **Migration and Asylum:** Comprehensive experience in European migration and asylum policies, ensuring alignment with international standards and human rights principles.
- **Policy Development:** Strong background in developing and implementing innovative and sustainable migration policies.
- **Leadership Experience:** Significant experience in senior leadership roles, including managing large-scale operations and teams.
- **Strategic Vision:** Demonstrated ability to provide strategic direction and foster a culture of innovation and inclusivity.
- **Partnership Development:** Proven track record in building and maintaining strategic partnerships with member states, international organisations, NGOs, and other stakeholders.
- **Communication Skills:** Exceptional communication skills, with proficiency in English essential; knowledge of French and/or German highly desirable.
- **Educational Background:** Advanced university degree in International Relations, Political Science, Law, Migration Studies, or a related discipline.

If your profile matches, you meet the requirements in the Terms of Reference and you believe you have the experience, skills and motivation to be ICMPD's next Director General, please submit your application which should include a motivation letter, your current curriculum vitae and three references via email to ICMPDApplications@icmpd.org by **31st December 2024**.

Terms of Reference

Preamble

In the dynamic field of global migration, ICMPD, as an intergovernmental organisation, contributes to the creation of effective migration management, the development of robust policies, and the enhancement of capacities. The Director General (DG) is crucial in guiding ICMPD's strategic and operational directions, embodying commitments to partnership, transparency, accountability, and diversity. This role requires integrating these principles into all facets of ICMPD's work, ensuring adherence to international law and human rights. This document refines the duties and responsibilities outlined in Article 5 of the Agreement regarding the Establishment and Functioning of the International Centre for Migration Policy Development (ICMPD) in Vienna.

I. Leadership and Strategic Direction

The Director General shall provide leadership and strategic oversight to ICMPD, ensuring that all strategic plans, priorities, and objectives are transparent and accountable, and are aligned with the strategic goals of the organisation. The Director General presides over the Executive Management Group and may delegate responsibilities to members of the Executive Management Group.

II. Policy Development, Capacity Development, Dialogue, and Migration Partnership Building

The Director General shall ensure the development of comprehensive and innovative migration policies and interventions. Furthermore, the Director General shall promote and facilitate dialogue and partnership building among Member States, partner states, EU Institutions, International Organisations, CSOs, academia and other stakeholders. This includes providing advice and support services to enhance their capacity in managing migration effectively.

III. Advocacy, Representation, and Relationship Management

The Director General shall serve as ICMPD's chief representative, enhancing its international stature and advocating for effective migration governance based on international norms. This role involves managing stakeholder relationships, engaging in key forums, mobilising resources, and advocating for policies aligned with the organisation's goals.

Terms of Reference

IV. Organisational and Financial Management

The Director General ensures efficient and transparent management of the organisation, fostering a culture of diversity and inclusion. Responsibilities include securing sustainable funding, prudent budget management, and ensuring financial operations align with ICMPD's strategic goals.

V. Team Development

The Director General shall cultivate an inclusive work environment, implementing personnel management practices that promote equality and respect for diversity.

VI. Legal Representation

The Director General acts as the chief legal representative. S/he ensures compliance with international law and maintains accountability in all legal matters.

VII. Compliance, Risk Management, and Reporting

The Director General ensures regulatory compliance, risk management, and regular reporting to ICMPD's Steering Group on the organisation's performance, financial status, risks, and opportunities.