

ICMPD Generic Job Profile

Director¹ - Policy, Research and Strategy (PRS)

Functional Overview

The Director-PRS (DIR-PRS) is responsible for supporting the Director-General (DG) in the overall strategic orientation and management of the Directorate, providing leadership to and supervision of activities and staff falling under her/his responsibility. S/he conceptualises and coordinates the ICMPD's strategic planning and monitoring processes and contributes to the sustainable development and implementation of the overall ICMPD strategy as part of the organisation's executive management. Under the guidance of the DG, the DIR-PRS oversees objective and state-of-the-art research activities, and leads the positioning and conceptual development of ICMPD's policy- and thematic knowledge related activities and initiatives ensuring relevance, strategic focus and results to internal and external stakeholders. S/he develops and improves institutional standards and systems for knowledge management and monitoring, evaluation and learning to enhance the impact of the organisation's work, in full alignment with ICMPD's strategy. S/he ensures the strengthening of collaboration and alliance-building, including resource mobilisation, with a diverse range of strategic partners at international, national, regional, intergovernmental, and local levels, including ICMPD Member States, civil society, academia, and private sector, in support of ICMPD's competitive sustainability.

Key Results

Leadership, Coordination and Guidance: Effective leadership provided to ensure the strategic development of ICMPD's Policy, Research, Strategy, Thematic Expertise, Knowledge Management, and Monitoring, Evaluation and Learning and Development functions and Member States Programme, in line with the objectives of the organisation, demonstrating a strong capacity to lead, inspire and motivate a Directorate comprised of specialised professionals. Leveraging a proven capacity to think creatively and strategically, the directorate and its units are effectively led to create knowledge products, provide internal services, and support cross-organisational learning, all while ensuring alignment with ICMPD's goals and reinforcing its position as a centre of excellence. Working collaboratively with senior colleagues within the Directorate, effective oversight ensured of the management of all staff in accordance with ICMPD's regulatory framework governing overall resources management and the promulgation of professional growth.

Leadership and further Development of PRS' Internal and External Portfolio: A coherent and diversified portfolio of internal services and external initiatives proactively and expertly formulated and developed in line with the strategic objectives of the organisation. Recommendations provided and managed ensuring that the implementation of the defined objectives of PRS' overall portfolio are achieved while being accountable for the strategic risks in the operating environment. Based on the consistent assessment of the need for change, PRS services and initiatives are designed to enhance internal quality standards, coherence and learning and

¹ This profile is classified at D2.

reinforce strategic external relation- and partnerships with a diverse range of institutions, Member States and donors working in the international migration arena, in full alignment with ICMPD's strategy. Business cases effectively developed together with implementation plans for the further development and improvement of PRS' portfolio within ICMPD's mandate.

Stakeholder Management and Resource Mobilisation: Regular effective advocacy and awareness building undertaken with high-level and key external stakeholders to highlight the critical role and strategic dimension of PRS's portfolio, policy, and research work as part of ICMPD's overall strategy. In close collaboration with senior colleagues within the Directorate, successful initiatives developed and undertaken to secure potential funding sources, ensuring a high level of commitment from partners/donors, and close internal coordination ensured to continuously align and improve collaboration and service models for a cohesive organisational approach. Regular support provided to the DG in the representation of the organisation and the development and management of ICMPD's brand and reputation in the international migration arena, actively enhancing its role with Member States, potential new Member States, and institutional partners through targeted and structured outreach and engagement processes.

Alignment with ICMPD's Institutional Framework: Organisational strategic planning and monitoring processes and systems developed and calibrated to enable and contribute to regular reviews, assessment and implementation of ICMPD's overall strategy. Regular interaction and coordination undertaken with the executive management of ICMPD and systematic status reports provided to the organisation's Steering Group. The direction of PRS' portfolio development and delivery aligned and embedded in the institutional framework of the organization, ensuring that the directorate's structure and objectives are fully aligned to ICMPD's strategy and sustainable. The institutional strategic orientation is properly supported by providing effective contributions to the DG. Substantive contributions provided to the reinforcement and further enhancement of ICMPD's internal expertise in support of effective organisational workforce planning.

Required Expertise

- Strong leadership skills to inspire high-performing and motivated staff in a diverse and international environment.
- Accomplished interpersonal, decision-making and negotiation skills at a high level and the capacity to communicate effectively with all stakeholders, internal or external, building trusted relationships.
- Excellent judgment in balancing risks and opportunities around change, and wider decision-making.
- The ability to develop and effectively manage relationships with external stakeholders to build an in-depth understanding of their requirements.
- Ability to analyse complex situations, understand critical aspects, and make timely decisions based on sound judgment.
- Analytical thinking and ability to integrate new approaches and innovations to ensure the effective implementation of projects.
- Ability to build relevant strategic partnerships and alliances with key stakeholders and partners and recommend opportunities for collaboration.

Qualifications, Experience and Language Skills

- Master's degree related to the area of work, such as international relations, international development, international law, economics, political science.
- Minimum of 15 years of professional experience, and 10 years of experience in overall leadership and management responsibility at a strategic level, in an international context.
- Profound understanding of migration policy and practices at the European and international level with a specific focus on EU acquis, policies and initiatives.
- Knowledge of project implementation and management in an international environment.

- Demonstrated experience in successful partnership and capacity building at the international level. Proven capacity to support and steer strategic institutional orientations.
- Proven decision-making, advocacy and negotiation skills.
- Outstanding drafting, communication and presentation skills.
- Proficiency in (verbal/written) English; working knowledge of German and of other languages of ICMPD regions (Arabic, French, Russian, Turkish) is an asset.
- Proficiency in the use of standard IT tools.