

## ICMPD **Generic Job Profile**

# Deputy Director, Migration Dialogues and Cooperation Directorate<sup>1</sup>

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### **Functional Overview**

The Deputy Director, Migration Dialogues and Cooperation Directorate, reports primarily to the Director, Migration Dialogues and Cooperation Directorate, and secondarily, as member of the ICMPD Operational Management, to the Executive Management on progress towards mission outcomes. This role ensures effective design, implementation, and management of strategic alignment, change management, and operational efficiencies across the Directorate. Depending on projects agreed upon by the Executive Management or Operational Management, the Deputy Director may receive the mandate to actively engage and mobilise Units and Programmes within other Directorates of the organisation. The Deputy Director fosters a results-based management culture by strengthening organisational performance, facilitating cross-functional collaboration, and optimising structures and workflows. The Deputy Director promotes inclusivity and transparency while acting as a critical advisor and back-stop for the Director MDC, contributing to a fit-for-purpose and business-sound ICMPD framework.

### **Key Results**

**Organisational Performance and Strategic Leadership:** Through a comprehensive analysis of performance, opportunities for refinement and innovation are identified, ensuring that the Directorate evolves in line with ICMPD's strategic objectives. By implementing well-crafted change management initiatives, operational coherence is strengthened, enabling the Directorate to deliver long-lasting results that resonate across regional and thematic priorities.

**Planning and Operational Effectiveness:** Effective planning frameworks are developed to guide the allocation of resources and clarify team responsibilities, promoting collaboration and efficiency. Regular assessments of workflows uncover bottlenecks and redundancies, paving the way for streamlined operations. Adjustments to team structures and reporting mechanisms foster an environment where decisions are made with clarity and speed, ensuring responsiveness to the organisation's needs.

**Migration Diplomacy and Partnership Development:** By crafting innovative strategies, the Directorate enhances ICMPD's ability to forge meaningful partnerships and lead diplomatic efforts. Representing the organisation at high-level forums builds ICMPD's reputation as a trusted voice in migration governance. These efforts not only strengthen relationships with key stakeholders but also ensure that ICMPD's initiatives are aligned with global migration priorities and donor expectations.

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<sup>1</sup> This project profile is classified at D1.

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**Stakeholder Engagement and Communication:** The Directorate actively builds bridges with governments, NGOs, and international organisations to create a shared vision for migration dialogue and cooperation. Transparent and inclusive communication strategies enhance trust and collaboration, ensuring stakeholders remain engaged and informed. These efforts amplify ICMPD's contributions and solidify its position as a thought leader in migration diplomacy.

**Performance Management and Staff Development:** Staff across the Directorate are supported through targeted capacity-development initiatives and mentoring programs, empowering them to excel in their roles. Performance management systems are continually refined to align individual efforts with strategic objectives, creating a culture where accountability and professional growth are intertwined. By investing in its people, the Directorate ensures a motivated and results-driven team.

**Monitoring, Evaluation, and Reporting:** Monitoring and evaluation frameworks are established to provide detailed insights into the Directorate's progress and impact. These systems enable timely adjustments to strategies and activities, ensuring alignment with ICMPD's objectives. Clear and comprehensive reporting keeps stakeholders informed and engaged, reinforcing the organisation's commitment to transparency and evidence-based decision-making.

### Required Expertise

- Advanced expertise in change management and organisational development methodologies.
- Proven ability to integrate complex migration policy frameworks into operational practices.
- Demonstrated experience in building and managing high-level partnerships and strategic networks.
- Extensive experience in designing and implementing capacity-building initiatives.
- Strong analytical and problem-solving skills, with a focus on evidence-based approaches.
- Expertise in strategic planning and operational alignment in international organisations.
- Strong interpersonal skills to foster effective teamwork and collaboration across multicultural teams.

### Qualifications, Experience and Language Skills

- Master's degree in international relations, public policy, organisational management, or a related field.
- Minimum 15 years of experience in international organisations, with a focus on leadership, change management, and strategic planning.
- Proven experience in managing cross-functional teams and fostering organisational reform.
- Extensive knowledge of migration governance and stakeholder engagement.
- Proficiency in English (verbal and written); knowledge of another language is considered an asset.