



International Organization for Migration (IOM)  
The UN Migration Agency

## **OPEN TO EXTERNAL CANDIDATES**

Position Title : **Database Manager**  
Duty Station : Cairo, Egypt  
Classification : Consultancy  
Type of Appointment : Four months with possibility of extension  
Estimated Start Date : As soon as possible  
Reference Code : **CFCVs/2017/07**  
Closing Date : 22 June 2017

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. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

### **Context:**

The number of irregular migrants moving within and from North Africa continues to rise. Human mobility in North Africa is characterized by complex movements originating within the region, as well as in other parts of Africa and the Middle East. They involve regular and irregular migrants, including those escaping poverty, discrimination and other human rights violations, those in search of a more dignified life and better opportunities, refugees and asylum seekers, those looking to reunite with family abroad, smuggled migrants, victims of trafficking and unaccompanied minors. To address the causes of these mixed and complex migration flows and to respond to the rights and needs of people moving in these flows, better understanding is needed. Specifically, there is a sustained need for the gathering and analysis of up-to-date, country-level data, particularly in countries where such data is not routinely collected and made available through reliable sources.

MHub collects information on mixed migration flows through focal points in North Africa, West Africa and the Sahel. This consultancy will oversee the development and management of data visualisation and interactive mapping tools under the Footprints Database<sup>1</sup> ([www.footprintsdatabase.info](http://www.footprintsdatabase.info)) that have been commissioned out to two external partners.

MHub works on behalf of the North Africa Mixed Migration Task Force (NAMMTF)<sup>2</sup> to promote a human-rights based approach to ensuring the protection of people moving in mixed and

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<sup>1</sup> Footprints Database is a data science web system where researchers try to gain insights from multitude of weakly connected information regarding movement of migrants. The aim of the tool is to contribute to a better understanding of mixed migration flows in, to and through North Africa and related human rights protection issues of the people moving in these flows, to inform policy and programming by providing accurate and timely data, easily navigated, searched, visualized and analysed by a broad range of users. Once the system is finalised, innovative interactive data visualization tools built upon the Footprints Database architecture will show aggregated trends and routes of mixed migration flows in the region.

<sup>2</sup> The NAMMTF consists of the International Organization for Migration (IOM), the Office of the High Commissioner for Human Rights (OHCHR), the UN High Commissioner for Refugees (UNHCR), United Nations International Children's Emergency Fund (UNICEF), the United Nations Office on Drugs and Crime (UNODC), the Danish Refugee Council (DRC), the Regional Mixed Migration Secretariat (RMMS), and Save the Children's Regional Office for the Middle East and Eurasia.

complex flows to, through and from North Africa. MHub is hosted by the International Organization for Migration Regional Office for the Middle East and North Africa based in Cairo, Egypt.

Under the overall supervision of the MHub Coordinator in Cairo and the direct supervision of the MHub Research Officer and in close collaboration with the MHub Research Assistant.. Under this consultancy, the Research Assistant will perform the following duties:

**Core Functions / Responsibilities:**

1. Oversee and coordinate the finalization of the MHub Database and Visualization system.
2. Perform autonomous initiated technical testing of code and features for the MHub Foot Prints database.
3. Manage the MHub website including webmail.
4. Ensure accessibility and optimum performance of web site and database, through regular website audits.
5. Implement recommended optimization and revision of website.
6. Maintenance of feedback and status updates.
7. Clean data collated from various sources for use in the MHub database.
8. Ensure that database and application developed are fully compatible with IOM Application Development Standards and Guidelines, including required approval and coordination with ICT in Cairo and HQ.
9. Ensure that business functional requirements are reflected in the design of the system; design/redesign solutions for business functional requirements in consultation with the project manager and project team as well as the development providers.
10. Carry out system testing & Quality assurance; prepare test plans and scripts to confirm system functions as designed; identify, track and monitor the correction of bugs identified during testing; compile test results, and obtain formal sign-off from project team/manager on the production-ready solution.
11. Ensure go-live and post go-live support is adequately provided. Conduct training to actively promote the introduction of MHub solution. Troubleshoot end-user issues, as necessary, and perform assigned User Support activities.
12. Identify potential risks associated with solution development and enhancement projects, plan mitigation measures and report to Project Management.
13. Coordinate all technical aspects of the system developed, liaise with the system providers and make sure that all system documentations are available in line with IOM standard.
14. Ensure that all database systems have the proper backup/restore systems, data validation and security procedures to assure data integrity and availability.
15. Make sure that IOM Data protection principles are met and followed when dealing with beneficiaries data or any other work related Data.
16. Perform any other job related duties that may be assigned.

## **Required Qualifications and Experience**

### **Education**

- University degree in Computer Science, or related area with At least four years of experience in software development using the following tools: SQL Server, Microsoft C#, ASP.NET, Microsoft .NET Framework, HTML, XML, JavaScript, Mobile application development tools, Web service, crystal report, Ajax, IIS, UML, JQuery.

### **Experience**

- Experience in the development and implementation of information management system in Migration Sectors is preferred. Firsthand knowledge of effective software engineering practices, relational database, object-oriented and web application concepts.
- Strong analytical skills and creative thinking. Personal commitment, flexibility, efficiency and respect for diversity. Ability to supervise and direct staff in order to achieve the desired goals.
- Ability to work effectively and harmoniously with colleagues from varied cultures and professional backgrounds.

### **Languages**

- Fluency in English and Arabic.

## **Required Competencies**

### **Behavioural**

- Accountability – takes responsibility for action and manages constructive criticisms.
- Client Orientation – works effectively well with client and stakeholders.
- Continuous Learning – promotes continuous learning for self and others.
- Communication – listens and communicates clearly, adapting delivery to the audience.
- Creativity and Initiative – actively seeks new ways of improving programmes or services.
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders.
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility.
- Professionalism - displays mastery of subject matter.
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions.
- Resource Mobilization - works with internal and external stakeholders to meet resource needs of IOM.

## **Technical**

- Demonstrated knowledge of Javascript and C++
- Demonstrated knowledge in at least one of the following databases:MS SQL, PosgreSQL, MariaDB, MySql.
- Demonstrated knowledge in HTML CSS, ASP.NET MVC 5.
- Strong understanding about concurrency, database and system communications.
- Excellent understanding of Excel.

## **Other:**

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

## **How to apply:**

Interested candidates are invited to submit their application and cover letter by June 22, 2017 at the latest on [www.egypt.iom.int](http://www.egypt.iom.int).

In order for an application to be considered valid, IOM only accepts profiles duly completed. Only shortlisted candidates will be contacted.