



International Organization for Migration (IOM)
The UN Migration Agency

Open to Internal and External Candidates VACANCY NOTICE

Position Title : **Software Development Assistant**
Duty Station : **Nuremberg, Germany**
Reference Code : **VN-DE1-2018-46-EXT**
Classification : **General Service Staff, Grade G5**
Type of Appointment : **One Year Fixed Term Contract (40hrs/week)**
Estimated Start Date : **As soon as possible**
Closing Date : **16 January 2019**

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:

Under the overall guidance of the Chief of Mission (CoM) and under the direct supervision of the Resource Management Officer of IOM Germany and in coordination with the Business Process/Data Analysis Coordinator, the incumbent is responsible to provide technical support in design and development of new applications and software solutions and the review and documentation of the existing ones.

Core Functions / Responsibilities:

- Create prototypes to confirm requirements, design, code, test, and deploy .NET applications;
- Manage, maintain, optimize the performance, document, and support both existing and new .NET applications;
- Configure, administer, monitor, maintain, and manages the security of applications and databases;
- Create, manage, and maintain database objects to be used for applications and reports;
- Implement software development procedures establishing source control, backup, recovery, and issue tracking using IOM standard tools;
- Respond promptly within accepted timeframes to application's user support and enhancement requests ensuring continued operation of the said applications;
- Timely report needs and progress on issues in his/her area of responsibility;
- Performs any other duties that may be assigned by the immediate supervisor and/or CoM.

Required Qualifications and Experience

Education

- University degree in computer science or a combination of relevant education and professional experience.

or

- A minimum of five years of increasing responsibilities in .NET software development (particularly on VB.NET, ASP.NET) with SQL Databases and a minimum of two years of experience in developing web-based database applications and thin-client Web-based applications.

Experience

- Solid technical knowledge of SQL Server 2008/2012 administration and programming, HTML, CSS, Java Script, ASP, ASP.NET, VB.NET, and/or C# and knowledge of XML and COM.
- Knowledge of Web services, XML, SOAP, HTTP, and web authoring software would be an advantage.
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint is required.
- Experience working with specialized international agencies (UN Agencies, International Organisations, and International NGOs) and in complex operations, including conflict and post-conflict situations preferred.

Languages

Excellent knowledge of spoken and written German and English. Knowledge of other official IOM language is an advantage.

Required Competencies

The incumbent is expected to demonstrate the following competencies:

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 *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- 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.

IOM's competency framework can be found at this [link](#).

Other

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

Appointment will be subject to certification that the candidate is medically fit for appointment and verification of residency, visa and authorizations by the concerned Government, where applicable.

This post is subject to local recruitment. Only persons holding a valid residence/work permit for Germany or fulfilling the criteria for an EU blue card will be eligible for consideration.

How to apply:

Interested candidates are invited to submit their application including a cover letter not exceeding more than one page, CV and relevant certificates and references by email to HRDGermany@iom.int. Due to the volume of applications received, IOM Germany Human Resources will not be able to respond to all inquiries about the application status and will only contact shortlisted candidates.

Posting period:

From 01 January 2019 to 16 January 2019

Contact

International Organization for Migration / Germany
Human Resources
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