

## **Open to Internal and External Candidates**

### **VACANCY NOTICE**

Position Title : **Software Development Assistant**  
Duty Station : **Berlin, Germany**  
Reference Code : **VN-DE1-2020-12-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 : **17 September 2020**

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 supervision of the National Resource Management Officer in Germany and direct supervision of the Senior Information Management and Technology Assistant 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 2017 administration and programming, HTML, CSS, Java Script, ASP, ASP.NET, VB.NET, and/or C# and knowledge of XML and COM.
- Knowledge of AWS Services, MongoDB, MySQL, NodeJS, ReactJS, SASS, Redux, Drupal, PHP, Web services, XML, SOAP and HTTP would be an advantage
- Demonstrated proficiency with Microsoft Office applications, including Word, Excel, and PowerPoint is required.
- Strong organizational skills including time management and consultancy skills.
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;

### **Languages**

Working knowledge of spoken and written English. Knowledge of other official IOM language or German 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 and work permit for Germany 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](mailto: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 21 August 2020 to 17 September 2020

## **Contact**

International Organization for Migration / Germany  
Human Resources  
Corinna Bastien  
Email: [HRDGermany@iom.int](mailto:HRDGermany@iom.int)

**Questionnaire on Mandatory Requirements for Local recruitment \*  
IOM Germany - VN-DE1-2020-12-EXT Software Development Assistant**

**1. Education**

Please confirm:

- University degree in computer science or a combination of relevant education and professional experience in VB.NET, ASP.NET and SQL Databases

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.

Yes  No

**2. Language**

Please confirm if you have working knowledge in English:

Yes  No

**3. Please rate your technical knowledge and experience below scale:**

(1= fundamental, 2= novice, 3= intermediate, 4= advanced, 5= expert):

	1	2	3	4	5
SQL Server 2017 administration and programming					
HTML					
JavaScript					
ASP					
NET					
VB.NET					
C#					
COM					

**4. For non-EU citizens only**

Are you currently holding a valid residence and work permit for Germany?

Yes  No

Are you currently holding a Blue Card?

Yes  No

Name:

Signature:

Date:

\*Failure to complete the Questionnaire on Mandatory Requirements might result in the disqualification from the selection process