



International Organization for Migration (IOM)  
The UN Migration Agency

### Vacancy for external candidates

Vacancy number	<b>VN #BLR/2024/04</b>
Position	<b>Consultant on developing guidelines and information materials on improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants</b>
Duty station	<b>Minsk, BELARUS</b>
Classification	<b>Consultancy contract, Category B</b>
Contract type	<b>Part-time, 40 working days</b>
Application deadline	<b>March 20, 2024</b>

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, 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.

IOM is committed to the principles of diversity and inclusion. This position is available to external candidates.

#### **Description:**

*The project “Belarus: Supporting National Capacities in Migration Health Focusing on Communicable Diseases” aims to support the Government of Belarus in preventing communicable diseases among migrants in Belarus and aligning national migration health policies and programmes with empirical data and best international practices. The Ministry of Health of Belarus has expressed interest in improving vaccination uptake among migrants (adults and children) regarding vaccines included in the National vaccination plan. The results of the study on migration and health, conducted by IOM within the framework of the project in 2022-2023, show that vaccination uptake among migrants and adherence to vaccines among migrants in Belarus is low. More than 20% of the respondents report that they do not believe that vaccines work; about 20% say that they are not sure in vaccines*

*quality, and there can be adverse events after vaccination; about 10% say they are afraid of any vaccines. Also, about 40% of migrants do not have any medical files or documents containing information about their health statuses, including notes on vaccinations for children. To address existing gaps in vaccination, guidelines for health professionals on improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants need to be developed, approved and disseminated. It is expected that these guidelines will be used both as practical guidelines and as teaching materials for post-graduate education of health professionals in Belarus. The guidelines will be complemented by the organization of 5 (five) 1,5-day regional trainings/workshops on improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants in 5 regional city centres of Belarus.*

*To enhance the awareness of migrants themselves on the importance of vaccination and foster vaccine confidence, informational materials on the promotion of vaccination among migrants will be developed to inform an informational campaign. This campaign aims to inform migrants, social workers and civil society organizations on the importance of vaccination for migrants, improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants.*

**Core functions / responsibilities:**

- Consultant will develop a needs assessment report, including a stakeholder analysis and a desk review of the national regulatory and structural frameworks of vaccination arrangements in Belarus supported by Consultant for conducting five regional trainings;
- Consultant will conduct a series of interviews with stakeholders, migrants and health professionals on perceptions about vaccination and barriers/opportunities to increasing vaccination uptake among migrants;
- Based on the needs assessment report, supported by Consultant for conducting five regional trainings, Consultant will develop guidelines for health professionals on improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants, revise as needed and finalize the guidelines based on the IOM and Ministry of Health feedback;
- Based on the results achieved under Objectives 1 and 2, supported by Consultant for conducting five regional trainings, Consultant will produce informational materials and provide technical expert assistance in designing an informational campaign focused on promotion of vaccination among migrants;
- Consultant will provide assistance to Consultant for conducting five regional trainings in developing an agenda, training materials, facilitating and reporting on five regional 1,5-day trainings for health professionals on improving vaccination uptake, addressing vaccine hesitancy and fostering vaccine confidence among migrants in Belarus.

The above activities will be delivered in close coordination with the Senior Project Assistant. The language of the products to be developed (guidelines, needs assessment report, informational materials and trainings' teaching materials) is Russian.

**Required Qualifications and Experience:**

- ✓ MSc in Public Health, Social Sciences, or a related discipline;
- ✓ At least 5 years of work experience on public health research, preferably on migrant health among migrants in the CIS countries;
- ✓ Experience developing health communications materials;
- ✓ Excellent Russian and working English language skills;
- ✓ Experience in working with international organisations;
- ✓ Experience in working with migrant populations;
- ✓ Ability to work independently and in a team to tight deadlines.

**Required Competencies:**

**Behavioural:**

- Responsibility – the ability to take responsibility for actions and accept constructive criticism;
- Customer focus – the ability to work effectively with partners and project stakeholders;
- Willingness for continuous learning – supporting the idea of continuous professional self-improvement and training of colleagues;
- Communication skills – the ability to listen and clearly express your thoughts, the ability to adapt information depending on the needs of colleagues and partners;
- Creativity and pro-activity – interest in finding opportunities to improve the project implementation process;
- Leadership and negotiation skills – the ability to develop effective partnerships with both project participants and external stakeholders;
- Results management – the ability to determine the necessary actions and ways to improve your own activities and the activities of others;
- Planning and organization – planning work, forecasting risks and setting goals within the scope of competency;
- Professionalism – deep knowledge of the field of work;
- Teamwork – contribution to building a friendly team atmosphere; ability to work taking into account gender needs, different points of view and promoting gender equality;

- Resource mobilization – working with internal and external project stakeholders to meet IOM resource needs.

***Other:***

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

Appointment will be subject to certification that the candidate is medically fit for appointment and security clearances.

***How to apply:***

All interested applicants are kindly invited to send their Cover letter and IOM Personal History Form to [tmarholina@iom.int](mailto:tmarholina@iom.int) by 20 March 2024 latest, referring to this advertisement in the subject line of your message.

Please note that only shortlisted candidates will be contacted.

IOM does not apply any restrictions regarding the gender of candidates for participation in the application submission of the main and subsidiary bodies of the organization, other things being equal.

More information is available at <http://www.iom.int> or <http://www.iom.by>.

***Posting period:***

From 11.03.2024 to 20.03.2024