



### Open to Internal and External Candidates

Position Title : **Photography/Videography Consultant**  
Duty Station : **Home-Based**  
Classification: **Consultancy**  
Type of Appointment : **Consultant Contract (6 months)**  
Desired Start Date : **As soon as possible**  
Closing Date : **February 17, 2023**  
Reference Code : **CFA009/2023**

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.

#### 1. ORGANIZATIONAL CONTEXT AND SCOPE:

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, the private sector, and migrants.

IOM Thailand's Labour Mobility and Social Inclusion (LMI) unit works to foster the synergies between labour migration and development, and to promote legal avenues of labour migration as an alternative to irregular migration. Moreover, LMI aims to facilitate the development of policies and programmes that are in the interest of migrants and society, providing effective protection and assistance to labour migrants and their families. Key LMI interventions include policy advice and capacity-building in labour migration management; protection of workers throughout the labour migration process; promotion of ethical recruitment and decent, including supply chains management; information-sharing and awareness-raising; and migrant training and integration.

Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao People's Democratic Republic, Myanmar and Thailand (PROMISE) is a key program under LMI in IOM Thailand. A regional programme led by IOM and funded by the Swiss Agency for Development and Cooperation (SDC), PROMISE seeks to define a clear pathway to promote better employment opportunities and working conditions for migrants, especially women from Cambodia, Lao PDR and Myanmar (CLM), through safe migration and skills development in partnership with the private sector, training institutions, civil society and governments. The overall impact of the programme is that migrants, especially women, from CLM have improved employment opportunities and conditions, particularly in Thailand, through enhanced skills and protection, leading to poverty reduction in communities of origin.



Under the direct supervision of the Project Officer under PROMISE and under close guidance from the Media and Communications Officer, the Photographer/Videographer is tasked to document PROMISE project activities and collect high-resolution, professional photographs and videos. The objective of the consultancy is to contribute to creating communication and visibility material for PROMISE activities in Thailand, including trainings, workshops, meetings, data collection and outreach activities.

## **2. RESPONSIBILITIES AND ACCOUNTABILITIES**

A consultant will carry out the following tasks:

- Collect content on an ad-hoc basis depending on the needs of the PROMISE project, for 4 working days over a period of six months. Arrive at the agreed venues in a timely manner and remain present throughout the activity, as needed.
- Collect a variety of at least 300 images, including portraits, half-person, full-person or group activity scenes.
- Collect a variety of at least 120 short video clips, between 15-30 seconds each.
- Record four video interviews with project partners and/or beneficiaries, as selected by IOM.
- Adhere to IOM Brand Guidelines and SDC guidelines.
- Caption all photos and video clips appropriately, with a minimum of 30 words each.
- Edit, format and archive the photography outcome through web-based shared folder (e.g. Dropbox, Google Drive), for handover to IOM Thailand. Images shall be in digital format (RAW, original JPEGs or any other mutually agreed formats with IOM; and with a minimum resolution of 4MB, 3 x 2 aspect ratio, compatible for printing A4 size, for use on websites and presentations).
- Deliver content to IOM for review and feedback no later than 7 working days after each ad-hoc job completion.
- Following the completion of the contract, completely destroy all traces of photographs and provide proof of such destruction.

### 3. REQUIRED QUALIFICATION AND EXPERIENCE

#### **Experience:**

- Professional experience in photography and videography;
- Experience working with an international or intergovernmental organization is an advantage;
- Experience working on issues related to migrant and vulnerable populations in Thailand is an advantage.

#### **Skills:**

- Capacity to work independently with minimal supervision;
- Personal commitment, efficiency, and flexibility;
- Gender-sensitive, culture-sensitive, and able to work with colleagues from different cultural backgrounds;
- Understanding of norms of professional ethics as well as client-oriented;
- Confident user of MS Office and photo/video-editing applications;
- Demonstrated competency in writing captions/short paragraphs/stories in English, to accompany multimedia content.

#### **Languages:**

- Fluency in English and Thai (oral and written) is required.

### 4. DESIRABLE COMPETENCIES

#### **Values**

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain 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

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



- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- 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.

### ***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.

Only candidates residing in either the country of the duty station or from a location in a neighboring country that is within commuting distance of the duty station will be considered. In all cases, a prerequisite for taking up the position is legal residency in the country of the duty station, or in the neighboring country located within commuting distance, and work permit, as applicable.

### ***How to apply:***

Interested candidates are invited to submit their applications to the IOM Bangkok Human Resources Unit at e-mail [bkkrecruitment@iom.int](mailto:bkkrecruitment@iom.int) by **February 17, 2023** at the latest.

Kindly indicate the reference code **CFA009/2023** followed by your full name in the subject line.

Applications should include:

- a) a cover letter, indicating the dates of availability
- b) a curriculum vitae
- c) a duly completed IOM Personal History Form which can be downloaded from <https://thailand.iom.int/sites/g/files/tmzbd11371/files/documents/IOM%20Personal%20History%20Form%20with%20Declaration.xls>

### ***Posting period:***

From 26.01.2023 to 17.02.2023