

Position Title : **Laboratory Manager**  
Duty Station : **Lagos, Nigeria**  
Classification : **Professional Staff, Grade P2**  
Type of Appointment : **Fixed term, one year with possibility of extension**  
Estimated Start Date : **As soon as possible**  
Closing Date : **11 April 2023**

*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 a diverse and inclusive work environment. Read more about diversity and inclusion at IOM at [www.iom.int/diversity](http://www.iom.int/diversity).

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:  
*Antigua and Barbuda; Aruba (Netherlands); Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Curaçao; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kingdom of Eswatini; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Saint Vincent and the Grenadines; Samoa; Seychelles; Solomon Islands; Suriname; The Bahamas; Timor-Leste; Tonga; Tuvalu; Vanuatu*

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

### **Context:**

Under the direct supervision of the Migration Health Officer (MHO) and Regional Laboratory Coordinator, and the overall supervision of the Chief Migration Health Officer (CMHO), the Laboratory Manager will be responsible for technical support to laboratory services with respect to Migration Health Assessments (HAP) and other programmes implemented by the IOM Migration Health Division in Lagos/Abuja, Nigeria.

### **Core Functions / Responsibilities:**

1. Organize laboratory services and their structure for efficient and optimal service delivery adapting to prevailing local conditions, levels of expertise and available technology.

2. Certify that facilities and bio-safety measures in the laboratory/lies meet international standards and country requirements; by actively participating in planning and designing of new or upgrading existing facilities.
3. Guarantee that standards of laboratory services correspond to HAPs and other programmes or project requirements via keeping Standard Operating Procedures (SOPs) up to date and annual review.
4. Ensure high quality with regards to international standards in all aspects of service delivery via internal quality control and organizing and facilitating in external quality assessment.
5. Verify optimum staffing levels for planned workload. Recruit, train, supervise and assess laboratory staff. Ensure staff development and continuous training needs for staff.
6. Contribute in annual HAP activities planning and budget preparation related to laboratory services.
7. Guarantee that the equipment and consumables are sufficient for the anticipated workload. Plan and organize procurement, delivery, installation, servicing and operation of all laboratory equipment and optimal expenditure of consumables.
8. Validate system of organized record keeping and information management for timely delivery of results, data collection, analysis and reporting for laboratory monitoring and facilitation to operational research.
9. Liaise on laboratory related topics with national laboratories and laboratories in other countries, IOM Departments and national relevant entities.
10. Implement and maintain the system of service improvement with available long-term work plan addressing at least laboratory assessment, facilities and safety, process control, information management and customer service.
11. Perform such other duties as may be assigned.

### ***Required Qualifications and Experience:***

#### **Education**

- Master's degree in Medical (Clinical) Laboratory Sciences, Microbiology or a related field from an accredited academic institution with two years' relevant experience; or,
- University degree in the above fields with four years relevant professional experience.

#### **Experience**

- Laboratory experience in a busy institution, preferably in a mycobacteriology laboratory;
- Proven experience in the production of LQMS documentation, and maintenance of a document control system;
- Demonstrated experience as a laboratory educator and promoting laboratory best practices;
- Experience in laboratory management, including staff supervision, budget management, and quality control;
- Experience with laboratory accreditation processes (ISO 15189:2012 and/or ISO 15189:2022) is desirable;
- Excellent and proven Verbal/Written Communication including drafting high-quality concept notes, project proposals, and donor reports; and,
- Experience or training in data analysis, public health or Monitoring & Evaluation is highly desirable.

## Skills

- In-depth knowledge of the ISO 15189:2022 standard and Certification in performance of laboratory audits;
- Computer literate, with a deep understanding of accurate data collection and analysis to monitor and continuously improve our laboratory services and performance;
- Excellent and proven Verbal/Written Communication including drafting standard operating procedures, guidelines, and reports;
- Excellent interpersonal skills, with the ability to work collaboratively with laboratory staff and other stakeholders;
- Proven ability to effectively apply and transfer relevant technical knowledge and practices to personnel and laboratory operations;
- Good organizational and planning skills, Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines;
- Strong analytical and problem-solving skills; and,
- Capacity to work effectively in high pressure and rapidly changing environment.

## Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of French is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

## Notes

<sup>1</sup> Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

## **Required Competencies:**

**Values** - all IOM staff members must abide by and demonstrate these five values:

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

**Core Competencies** – behavioural indicators level 2

- **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 actions and delegated work.
- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

## **Managerial Competencies – behavioural indicators level 2**

- **Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

[https://www.iom.int/sites/default/files/about-iom/iom\\_revised\\_competency\\_framework\\_external.pdf](https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf)

Competencies will be assessed during a competency-based interview.

### ***Other:***

Internationally recruited professional staff are required to be mobile.

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

This selection process may be used to staff similar positions in various duty stations. Recommended candidates endorsed by the Appointments and Postings Board will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

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

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 11 April 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: [www.iom.int/recruitment](http://www.iom.int/recruitment)

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

From 29.03.2023 to 11.04.2023

**No Fees:**

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: VN 2023 124 Laboratory Manager (P2) Lagos, Nigeria (58044438) Released

Posting: Posting NC58044439 (58044439) Released