

Planning and Policy Advisor
Ministry of Education, Culture and Higher Education
Jubaland State of Somalia
Terms of Reference

I. General Information

Post/Title:	Planning and Policy Advisor, TA
Beneficiary Institution:	Ministry of Education, Culture and Higher Education
Duty Station:	Kismayo, Somalia
Stream/Band:	Stipend commensurate with degree and experience
Duration of Assignment	3 months (with a possibility of extension)
Deadline for application	11.12.2016

II. Background Information

About MIDA FINNSOM South Central Somalia Project

IOM Migration for Development in Africa (MIDA) programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its MIDA programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. MIDA FINNSOM South Central Somalia project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similarly to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Central Somalia, with focus on two sectors, namely health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriate while on assignment.

About Jubaland

Jubaland State of Somalia is a region in the South of Somalia. It is part of the newly forming regional state governments in Somalia that make up the Federal Republic of Somalia. Its State Capital is the Port City of Kismayo. Its eastern border lies 4060 km east of the Jubba River, stretching from Gedo to the Indian Ocean, while its western side flanks the former North Eastern Province in Kenya. The territory consists of the Gedo, Lower Juba and Middle Juba provinces. Kismayo situated 528 kilometres (328 miles) southwest of Mogadishu is the political and commercial city. Bardera, Afmadow, Bu'aale, Luuq and Beled Haawo are the region's other principal cities

Education sector context and coordination

The Ministries of Education have made a particular effort to demonstrate their commitment to the education sector, and require technical assistance to coordinate, prioritize, plan, and manage education activities.

In pursuit of achieving the MDGs and EFA Goals, key milestones have been achieved by various development partners and countries in increasing access to and improving the quality of teaching and learning in basic education for millions of children, youth and adults right from policy to operational levels, albeit with challenges. In Somalia, this has resulted in significant increase in the number of children and youth enrolling and completing primary and secondary education, most of which is attributed to introduction of Free Primary Education and other similar initiatives targeting the most vulnerable communities. Given such high attention, there has been massive investment in both

infrastructure and systems to strengthen primary and secondary education while little attention being given to the quality of teacher education across college and university education. In Somalia, numerous primary and secondary schools have been constructed and/or rehabilitated, teachers trained (both in service and pre-service) besides enhancing the learning environment with relevant teaching and learning resources and school management skills.

III. Activities / Key results expected

The Expert will provide support and technical assistance to the Ministry in formulating, reviewing, supporting its approval and dissemination the Regional strategic guidance and all of its sub-sector policies and strategic planning, in both basic education and higher education. The expert will be responsible for the following functions, subject to the approval of the Ministries of Education, Culture and Higher Education:

- Develop a Regional strategic guidance for education programming in alignment with the global strategy.
 - Ensure regional technical guidance and National Offices technical programs and approaches focus on child well-being.
 - Coordinate implementation of the technical guidance and conduct regular performance review of the targets set as part of the regional strategy scorecard.
 - Provide technical support to education initiatives in within ministry's departments in the region including the development.
 - Provide leadership in mainstreaming, integration and scaling up evidenced based best practices in education.
 - Establish stronger linkages with the humanitarian activities along with the Education Cluster, incorporating the coordination of emergency/humanitarian works within the works of the REO/DEOs' roles and responsibilities.
 - Offer technical support in the establishment of effective implementation systems.
 - Support management initiatives to improve the Ministry of Educations' institutional framework, capacity and productivity.
-
- Support the Ministry to develop and finalize all policies currently in draft form, these include the National Education and Higher Education Act, the National Education and Higher education Policies and all other sub-sector policies.
 - Analyze the current Transitional Education Sector Strategic Plan (TESSP), assist in its revision and formulate a vision, mission and set of realistic, measurable and observable implementation goals
 - Support Ministries of Education in planning and leading and effectively participating in policy reviews of the National level of Somalia Education Sector
 - Advising the Ministry on strategic policy and planning and support its implementations.
 - Developing, finalizing and operationalizing the policies and regulatory frameworks
 - Set up regulations for higher education institutions in regards to enrollment, admissions and examinations of students.
 - Providing short-term training and mentorship for Ministry officials to gain and expand their capacity to effectively execute their roles
 - Synergizing interventions for education reform across the region
 - Collaborating with the Ministry in identifying priority short-term needs that can be addressed by resources available to the Ministry.
 - Operationalize program strategies with a focus on capacity building, training/mentoring, communication, program monitoring and evaluation.

- Transfer knowledge of the latest education strategies, including formal and non-formal education issues, development and trends in education, institutional capacity development and monitoring and evaluation.
- Upon taking his/her duties the technical advisor is required to develop a very specific time-bound plan to be approved by the Ministry
- Promote coordinated policy dialogue and technical support on strategic issues in education with regional education administrations, the private sector and civil society.

IV. Target outputs (Measurable results)

- Assist an education strategic management plan in the short and medium term for the overall education sector to: a) support informed strategic and program decision-making and prioritization for donor and agency support to the education sector, b) facilitate alignment with Somali administrations' education policies and systems, and c) help harmonize approaches.
- Advising the Regional strategic guidance and subsector policies and operational issues
- Operationalization the minimum professional standards for schools and Higher education Institutions
- Providing on-the-job training and mentorship of Ministry officials to gain and expand their capacity to undertake their roles.
- Develop capacity training needs assessment for basic education for each Ministry and carry out or facilitate required trainings in collaboration with other education partners.

Develop resource mobilization plans for each Ministry and for the overall sector.

V. IOM-MIDA requirements

1. **Transfer of skills:** one of the main responsibilities of the qualified Somali expatriate, and one which he/she will be measured against, will be to insure continuous and systematic transfer of knowledge and skills are related to the assignment it will have to be agreed with the beneficiary institutions, which civil servants will have to benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the supervisor at the line Ministry during the first two weeks of assignment, which will provide clear and time bound activities to successfully implement the outputs of assignment.
3. **Mid-term review:** There will be mid-term review of the assignment between the incumbent and the beneficiary institutions to discuss progress of assignment and feedback on performance.
4. **Interim and final reports:** A progress report will be submitted by the incumbent to the supervisor in the Ministry and to the IOM-MIDA team on a quarterly basis. A mid-term and final report will be submitted after 6 months and 12 months (end of assignment).

Qualifications

Level of education: At least a Master's Degree or a post-graduate diploma in educational management or related discipline

Area of study: Public Policy planning, Administration & Management, Education administration or Business Administration

Years of work experience in that area: 5-10 years

Language needed: English and Somali

General skills / other requirements: Advanced analytical abilities and communication skills, statistical analysis and impact assessment, IT skills, knowledge of education development strategies, including formal and non-formal education.

VI. Salary

The monthly stipend amount will be determined by criteria set by IOM MIDA FINNSOM project based on degree and years of relevant experience.

VII. How to apply

All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail "APPLICATION", and above reference number and title.

To be considered, applicants must provide a cover letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Please save your documents in PDF format. Only shortlisted candidates will be contacted.

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply.

VIII. Security and insurance modalities

Health insurance including evacuation due to medical emergence will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically well and apt to work in a hardship area in Africa.

Please note that according to the contract, IOM will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institutions will be responsible for the security of the individual.

Before leaving the country of residence and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.