**Terms of Reference**

**Vacancy: Educational Policy, Planning and Budgeting Advisor, Diaspora Expert**

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| I. General Information |
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| II. Background Information |
| **About the MIDA FINNSOM III, Health and Education Project**  The past decades have seen continued migration from various African countries, causing a “brain drain” that has debilitated various public sector systems across the continent. Through the IOM Migration for Development in Africa (MIDA) programme, Somali diaspora professionals have supported institutional capacity building, service delivery, and policy development of health and education institutions across Somalia since 2015.  The MIDA FINNSOM PHASE III – Health & Education project – contributes to strengthening the Health and Education sectors in Somalia towards achieving specific priorities in the Education Sector Strategic Plan (ESSP) and the Essential Package for Health Services (EPHS), as prioritized and outlined by the government. The project aims to do so by engaging and enhancing the role of qualified Somali diaspora experts willing to temporarily return to their country of origin. In particular, through assignments within key ministries and public institutions (including hospitals and universities), Somali diaspora experts contribute addressing gaps and enhancing strengths in the planning and delivery of health and education services, coherently with the needs identified through the dedicated baseline assessment conducted during the inception phase of the project. Furthermore, a component of the project is devoted toward contributing to the creation of stable and sustainable access to employment opportunities in the health and education sectors for local experts and interns, who will work in close coordination with the Somali diaspora experts - therefore reaping long-terms benefits of knowledge transfer, competencies sharing and skills development. |
| III. Duties & Responsibilities |
| The Ministry of Education and Higher Education (MoEHE) of Puntland State, with technical assistance from the IOM MIDA FINNSOM III Health and Education project, aims to enhance the skills of its Educational Policy Planning and Budgeting Advisor.  Under the overall guidance and direct supervision of the Director General of the MoEHE Puntland State of Somalia, the Advisor will work closely with management team to develop policy, strategic plans and budgets that align with the organizations’ goals and objectives. The Advisor will ensure that the strategic plans and budgets are allocated effectively and efficiently, by making sure that the Ministry’s Strategic plans are met.  The Advisor will carry out the following duties and responsibilities:   * Provide strategic advice and guidance to the Ministry of Education in designing and implementing the education strategies, plans and their Budgets. * Strengthening the capacities of the ministry in policy development, strategy planning budgeting and their implementation. * Provide technical support to education initiatives within ministry’s departments in the region. * Provide leadership in mainstreaming, integration and scaling up evidenced based best practices in education. * Advising the Ministry on strategic policy, planning and budgeting and support its implementations. * Developing, finalizing and operationalizing the policies, plans and regulatory frame works. * Support Ministry of Education in planning, leading and effectively participating in policy reviews of the state level. * Develop and implement planning and budgeting strategy to improve education delivery * Collaborate with management teams to identify key financial targets and performance indicators to improve quality teaching and learning. * Provide guidance and support to colleagues within the ministry on planning and budgeting matters. * Contribute to the development of policies and procedures related to planning and budgeting. * Any other duties as assigned by the MOEHE Puntland   The Puntland MOEHE director general and relevant directors of department , and IOM’s project team will support this assignment through interaction with the qualified expatriate and beneficiary institution. |
| IV: Requirements: |
| Besides the specific outputs mentioned in section III, the MIDA FINNSOM III Heath and Education project is requiring the following deliverables to be submitted throughout the assignment. These are the standard requirements for all assignments under this project:   1. **Transfer of skills:** The main responsibility of the qualified Somali local professional—which he/she will be measured against—will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution that staff will benefit from this knowledge. 2. **Work plan:** A work plan must be developed with the Supervisor during the first week of the assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the supervisor, MOEHE Director general and IOM project team. This work plan can be revised during the assignment to reflect on new developments or changes. 3. **Quarterly and Final Reports:** Quarterly progress reports will be submitted by the expert to the supervisor, MOEHE Director General of Puntland and IOM project team. At the end of the assignment, the participant must also provide a final report covering the duration of his/her assignment.   **Exit interview:** An exit interview will be conducted to ensure that a proper exit plan has been put in place to sustain the achievements, upon completion of the assignment. With spearheading level participation by the MOEHE Puntland. |
| V: Qualifications |
| |  |  | | --- | --- | | Level of Education: | Master degree in a relevant field. | | Area of Study: | Education. | | Years of work experience in what area(s): | Minimum of 5 years’ relevant working experience in the education sector.  Good understanding of sound programming principles.  Experience working in Strategic planning and Budgeting.  Good understanding on the context and dynamic of Puntland. | | Languages needed: | * Fluency in English. * Fluency in Somali. * Fluency in Arabic is an advantage. | | General Skills / Other Requirements: | * Experience in managing and mentoring staff and promoting teamwork. * Experience in strategic planning * Good interpersonal and cross-cultural skills; * Facilitation and training skills, including development of training materials and facilitation of participatory program development and capacity building. * Excellent verbal and written communication skills, particularly communication and presentation skills for diverse audiences. * Computer proficiency (including word processing, spreadsheets). * Willingness and experience to work independently, in a politically unstable and security volatile situation and areas; * Knowledge and understanding of the local Somali culture and its socio-political background. | |
| VI: Subsistence Allowance |
| The monthly stipend amount will be determined by the MIDA FINNSOM III, Health and Education project, based on the level of education and years of relevant work experience. |
| VII: How to apply |
| All applications must be sent via email to: [midasomvacancy@iom.int](mailto:%20midasomvacancy@iom.int) with the following reference as a subject in your e-mail: APPLICATION – Title of the Position – Puntland, as mentioned in the vacancy announcement. For further inquiries about the MIDA FINNSOM project and positions, you can reach out to Hassan Siraji at hsiraji@iom.int and cc Saara Parkkali at sparkkali@iom.int.  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. Only shortlisted candidates will be contacted. The closing date of this application is 11.10.2024, at 12.00 PM EAT.  While this project is geared toward the Somali-Finnish diaspora, members of other Somali diaspora communities are also welcomed to apply. Females are highly encouraged to apply and participate in the MIDA FINNSOM III Health and Education Project. |
| VIII: Security and insurance modalities |
| Health insurance—including evacuation due to a medical emergency—will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically fit and able to work in a hardship area in Africa.  Please note that IOM, according to the contract, will not be responsible for the security of qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.  Before leaving the country of residence or upon arrival in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background. |
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