



Terms of Reference

- **Re-advertisement of Vacancy: Examination and Result Assessment Specialist, Diaspora Expert**

I. General Information	
Post/Title	Examination and Result Assessment Specialist
Positions Type	Diaspora expert
Date of issue	2nd May 2024
Duty Station	Ministry of Education, Culture and Higher Education (MOECHE) – FGoS, Mogadishu
Duration of Assignment	12 months
Deadline for applications	23 May 2024
II. Background Information	
About the MIDA FINNSOM III, Health and Education Project	
<p>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.</p> <p>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.</p>	
III. Duties & Responsibilities	
<p>The Federal Government of Somalia’s Ministry of Education, Culture and Higher Education (MOECHE), through the technical assistance provided by the IOM MIDA FINNSOM III Health and education project,</p>	



seeks to build the skills of its examination and result assessment specialist.

We are looking for an experienced examination and result assessment specialist to design, develop, and implement effective assessment strategies for educational institutions. The selected candidate will play an integral role in working with the Federal Government of Somalia (FGoS) and its Member States (MS). The specialist will have to have an understanding of different types of assessments and be able to design, and implement exams and assessments that are aligned with the curriculum and desired learning outcomes. The selected candidate will be working under the direct supervision of the MoECHE's Director General and will have the following duties and responsibilities:

- Design, develop, and implement effective assessment strategies for the Ministry of Education, Culture and Higher Education.
- Analyze results from assessments to evaluate the effectiveness of the curriculum and make improvements where needed.
- Develop, administer and analyze a variety of assessment types such as essays, multiple choice, and practical exams.
- Develop assessment policies and procedures and ensure that appropriate weighting and scoring systems are in place.
- Analyze and present data on assessment results, including trends and areas of concern.
- Work with the Ministry's staff to ensure that assessments are aligned with the curriculum and desired learning outcomes.
- Ensure appropriate security and confidentiality of assessment materials and results.

The MoECHE Project Coordinator, the MoECHE M&E Specialist, and IOM's project team will support this assignment through interaction with the qualified diaspora expert and beneficiary institution.

IV: Requirements:

Besides the specific outputs mentioned in section III, the MIDA FINNSOM III Health 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 diaspora expert—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, MoECHE coordinator, MoECHE M&E Specialist 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, MoECHE Coordinator, MoECHE M&E Specialist 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.

4. **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.

V: Qualifications

Level of Education:	A master degree in a relevant field.
Area of Study:	Education.
Years of work experience in what area(s):	<p>At least 5 years of relevant work experience in the education sector, with a focus on examination and result assessment.</p> <p>Experience with various types of assessments including online and in-person exam formats.</p> <p>Experience in experience with statistical analysis and data reporting.</p> <p>Knowledge of Somalia Education System, ESSP and Education Sector Coordination structures are an advantage</p>
Languages needed:	<ul style="list-style-type: none"> ▪ Fluency in English. ▪ Fluency in Somali. ▪ Fluency in Arabic is an advantage.
General Skills / Other Requirements:	<ul style="list-style-type: none"> ▪ Experience in safeguarding and feedback and complaints response mechanisms. ▪ Effective verbal and written communication, multi-tasking, organizational, and prioritization skills. ▪ Demonstrable attention to detail, ability to follow procedures, meet deadlines and work independently and cooperatively with team members is required. ▪ Ability to work under pressure, problem solve and deliver results in a fast-changing environment. ▪ Excellent interpersonal and cross-cultural communications skills. ▪ A full commitment to MOECHE's core values.



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 the years of relevant work experience.

VII: How to apply

All applications must be sent via email to: midasomvacancy@iom.int with the following reference as a subject in your e-mail: APPLICATION – as mentioned in the vacancy announcement. For further inquiries about the MIDA FINNSOM project and positions, you can reach out to Hussein Isse at huisse@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 March 18th 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 diaspora experts. 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 diaspora expert will receive a pre-service briefing including security advice and cultural background.