



Terms of Reference

Vacancy: Special education needs and disability technical advisor

I. General Information	
Post/Title	Special education needs and disability (SEND) technical advisor
Positions Type	Local professional
Date of issue	16 May 2024
Duty Station	Mogadishu, FGS Ministry of Education, Culture and Higher Education (MOECHE) - Department of Schools
Duration of Assignment	12 months
Deadline for applications	6 June 2024
II. Background Information	
<p>About the MIDA FINNSOM III, Health and Education Project</p> <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

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, seeks to build the skills of its special education needs and disability technical advisor.

Under the overall guidance and direct supervision of the Special education needs and disability (SEND) technical advisor/diaspora expert, the local professional will be placed within the same Department of Schools. The incumbent will be responsible for supporting the diaspora expert towards making the MoECHE an inclusive environment for Special Educational Needs and provide technical advice and support to the MoECHE to offer inclusive education for all, by carrying out the following duties and responsibilities:

- Assist the diaspora expert in conducting preliminary need assessment Special educational needs and disability.
- Assist the diaspora expert in developing measures aimed at reduce barriers for all disabled students.
- Support increasing the intake on students with disability at MoECHE.
- Contribute creating opportunities for disabled student to access higher education.
- Assist the diaspora expert in giving guidance to lecturers/tutors and manage the implementation of inclusive education for disabled students as well as creating individual educational plan (IEP) in order to cater for individual needs.
- Assist the diaspora expert in supporting and monitoring the operationalization of inclusive education at MOECHE and SNU, including tracking the progress of students with SEND.
- Assist the diaspora expert in making recommendations aimed at improving accessibility attainment for all students who have SEND.
- Support the diaspora expert in developing and delivering relevant training on SEND to staff and lectures at MoECHE.
- Support the diaspora expert in creating opportunities for lecturers and other management staff to strengthen their knowledge and understanding of SEND so that they can contribute reducing barriers for SEND students.
- Support the diaspora expert in preparing and adapting teaching materials.
- Accompany the diaspora expert to attending meetings and sharing notes, as deemed appropriate.
- Assist the diaspora expert in liaising with parents, professionals and external agencies, while documenting such engagement.

- Contribute to the revision process of the special schools’ curriculum;
- Support using good practice and lessons learnt to inform national education policy and planning;
- Work closely with the diaspora expert as part of a trans-disciplinary team around children, including educators, parents, caregivers, to enhance understanding about the child and their behaviors, and to collaboratively develop, implement and monitor effective personalized learning plans.

The MoECHE Project Coordinator, the MoECHE M&E Specialist, 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 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. **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.
2. **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.
3. **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:	Master’s degree.
Area of Study:	Special education needs and disability.
Years of work experience in what area(s):	5-10 years’ experience in activities concerning special education needs and disability.
Languages needed:	<ul style="list-style-type: none"> ▪ Fluent in English. ▪ Fluent in Somali.
General Skills / Other Requirements:	<ul style="list-style-type: none"> ▪ Development of teaching and learning resource materials. ▪ Ability to work in cross-cultural environments

	<p>with partners and other collaborators.</p> <ul style="list-style-type: none"> ▪ Problem solving skills. ▪ Capacities to provide technical inputs into complex projects, in challenging environments. ▪ Ability to interpret strategy, analyze, develop and present work and to monitor and evaluate implementation of programs. ▪ Knowledge of the education, health and social landscape of Somalia. ▪ Strong interpersonal communication and excellent oral communication and writing skills, with strong attention to details. ▪ Ability to work effectively with a broad range of partners and in a team. ▪ High degree of judgment, maturity and originality; Willingness and availability to travel.
<p>VI: Subsistence Allowance</p>	
<p>The monthly stipend amount will be determined by the MIDA FINNSOM III, Health and Education project, based on degree and years of relevant experience.</p>	
<p>VII: How to apply</p>	
<p>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.</p> <p>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 1st July 2023, at 12.00 PM EAT.</p>	
<p>VIII: Security and insurance modalities</p>	
<p>Health insurance will be provided by the project. However, local professionals will be requested to provide a recent medical certificate stating that they are physically fit for the job.</p>	
<p>Please note that IOM, according to the contract, will not be responsible for the security of qualified Somali local professionals. The host beneficiary institution will be responsible for the security of the individual.</p>	
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