



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference

Vacancy: Technical Advisor MINISTRY OF COMMUNICATION AND TECHNOLOGY

I. General Information	
Post/Title	Technical Advisor
Date of issue	22 September 2021
Duty Station	Ministry of Communication and Technology - Mogadishu
Duration of Assignment	October – December 2021
Level of Assignment	Stipend commensurate with qualification/experience
Deadline for applications	1 October 2021

II. Background Information
<p>About MIDA</p> <p>The UN Migration Agency (IOM) implements the Migration for Development in Africa (MIDA) programme in Somalia through the mobilization of resources and expertise of the Somali diaspora to contribute to the stabilization and development of Somalia, while ensuring that skills and knowledge are transferred to the host institutions and retained by local staff once the diaspora experts complete their assignments.</p>
<p>About the Host Institution</p> <p>The Ministry of Communications and Technology (MoCT) is the lead Federal Government body mandated to formulate national policies, laws and regulations related to post, telecommunications, and information and communications technologies (ICT). Its mandate also includes:</p> <ul style="list-style-type: none">• Overseeing ICT sector standards• Promoting the development and growth of telecommunication infrastructure and ICT• Protecting the interests of consumers• Fostering a knowledge-based economy and information society in Somalia

III. Activities / Key Results Expected

The Ministry of Communication and Technology is looking for a Technical Advisor to enhance capacity in the Ministry. Key responsibilities include:

- Support the development and adoption of digital skill for youth strategy
- Undertake and deliver a readiness assessment for strategy implementation,
- Support assessment and mapping of Somalia's ICT ecosystem(How is it doing what and where)
- Perform gap analysis in Somalia ICT ecosystem.
- Identify local and international partners in digital skill for youth initiative and establish collaboration agreement.

IV. Target Outputs (Measurable Results)

- Digital skill for youth strategy developed.
- Readiness assessment for strategy implementation delivered,
- Somalia's ICT ecosystem assessment and mapping performed.
- Gap analysis in Somalia ICT ecosystem performed.
- Local and international partners identified, and collaboration established.

V: MIDA requirements

Besides the specific outputs mentioned in section IV, the MIDA programme requires the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments:

1. **Transfer of skills:** One of the main responsibilities of the Somali diaspora participant, and one 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 Ministry/institution which civil servants will benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the Supervisor during the first week of assignment which will provide clear and time bound activities to be implemented in order to achieve the expected outputs of the assignment. This work plan will be shared with the MIDA Project Assistant. The work plan can be revised during the mid-term review to reflect new developments or changes in strategy.
3. **Mid Term Review:** there will be a mid-term review of the assignment between the incumbent and the beneficiary Ministry/ institution to discuss progress of the assignment and feedback on performance.
4. **Interim and Final Reports:** Progress reports will be submitted by the incumbent to the Supervisor and to the MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications	
Level of Education:	Master's Degree
Area of Study:	Information Technology
Years of work experience in what area(s):	5-7 years
Languages needed:	English and Somali
General Skills / Other Requirements:	<p>Sound knowledge of youth development in ICT issues in developing countries.</p> <ul style="list-style-type: none"> • Excellent communication skills – both written and verbal, including the capacity to communicate complex and technical issues in simple terms. • Proven ability to clearly and concisely prepare, present and discuss recommendations at senior levels and to produce deliverables such as memoranda, recommendations, requirements documents, and status reports. • Ability to work well under pressure and to meet tight deadlines. Demonstrate a high level of motivation, confidence, integrity and responsibility. • Excellent interpersonal skills; including the ability to work independently, effectively in a team/task force as a team member or leader, and with senior staff and managers. • Demonstrated ability to listen and integrate ideas from diverse views, create partnerships and collaborate with others, advocate and influence, resolve conflicts constructively, and work effectively across boundaries even without active guidance from the management.
VI: Subsistence Allowance	
IOM will liaise with the participant, the donor and IOM's partners to determine an allowance necessary for the participant to be successful in his or her assignment.	
VII: How to apply	
All applicants must apply to midasomvacancy@iom.int , as mentioned on the vacancy announcement. IOM must receive a cover letter and CV before the closing date of the vacancy in order for a candidate to be considered.	

VII: Security and insurance modalities

Health insurance 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 IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host Ministry/ institution will be responsible for the security of the individual.

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