

EQUEST FOR EXPRESSIONS OF INTEREST (REOI)

COUNTRY: Federal Republic of Somalia (FRS)
NAME OF PROJECT: SOMALIA ENHANCING PUBLIC RESOURCE MANAGEMENT PROJECT
PROJECT ID: P177298
Grant No.: IDA-E1360
Assignment Title: Principal Advisor on Pay and Grading
Reference No.: SO-MOF-419900-CS-INDV
Place of assignment: National Civil Service Commission - Mogadishu, Somalia
Submission deadline: 10th May 2024

1. Background

The Federal Republic of Somalia has received financing through the Ministry of Finance (MoF) for implementing the Somalia Enhancing Public Resource Management Project (SERP) to support Somalia in strengthening accountability, transparency, and institutional capacity in public resource management across participating entities. The Project Development Objective (PDO) is to strengthen accountability, transparency, and institutional capacity in public resource management, across participating entities.

The Ministry intends to apply part of the proceeds towards the recruitment of a Principal Advisor on Pay and Grading.

The National Civil Service Commission (NCSC) has played a central role in a wide range of reform initiatives in the spheres of Policy Formulation Processes; Organizational Reviews; Training and Development; Pensions; and Pay and Grading all of which contribute to strengthening the Federal Government of Somalia (FGS) Civil Service.

A review and updating of the Pay and Grading system is long overdue, the current arrangements have been in place for more than one decade during which time Civil Service salaries have fallen behind cost-of-living increases. The FGS strategic objectives in the sphere of HRM include adopting more equitable Pay and Grading arrangements that will contribute to improved performance and help to attract and retain high-calibre staff in the Civil Service.

2. OVERALL OBJECTIVES OF THE ASSIGNMENT.

The overall purpose of this position is to support the development of principles of equality and diversity in all aspects of Human Resource Management and recognize equal pay for staff doing work of equal value so that the government's pay and grading system is based on objective criteria. This means that the government operates pay and grading structures that are underpinned by robust processes designed to measure the relative value of jobs in a consistent, transparent, and fair way. The FGS through the Ministry of Labor and Social Affairs, has established a Pay and Grading Committee to oversee the transition to a more appropriate Pay and Grading Structure.

The Committee is tasked with establishing appropriate and standard functional arrangements across MDA's (critical to have a common establishment structure) as well as conducting job evaluations, job grading and assigning pay scales to each of the functional jobs based on grades and competencies. The Pay and Grading Principal Advisor will support both the National Civil Service Commission and the Pay and Grading Committee with strategic guidance and Principle just-in-time advice to enable these institutions to further this reform agenda.

- 3. Selection Criteria:** Selection shall be based on qualification and experience of the candidate and followed by an interview. The qualification, experience and skills should include:

Education:

- Minimum Master's degree in MBA, Public Administration, Public Policy, Leadership, or related fields.

Experience:

- Minimum of seven (7) years of professional experience in Human Resource Management, and Strategic Management including working with governmental, non-government institutions which of a minimum of five (5) years of experience in public Sector Management
- Demonstrated experience in Civil service reform of Somalia and ability to deliver results in complex and challenging environments
- Comprehensive understanding of the labour laws, wage structures, and compensation regulations specific to Somalia
- possess knowledge of local market conditions, salary benchmarks, and industry standards in Somalia
- Proven experience in preparing high-quality analytical reports in English and Somali.
- Demonstrated ability to effectively communicate orally, and in writing.

4. Duration: The duration of the assignment is 12 months, renewable based on satisfactory performance and availability of funds.

5. Reporting Obligations

The adviser will be directly reporting to the National Civil Service Commission Director General/chairperson of the NCSC and will be closely working with the Pay and Grading Committee and SERP PSM Focal Point.

The adviser will also be working with the other key relevant government institutions both FGS & and FMS such as the Ministry of Labour and Social Affairs, and FMS Civil Service Commissions as well as across government MDAs by coordinating the centre of the government's agenda on Pay and grading reform initiatives.

The National Civil Service Commission now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services. Interested consultants must provide the

following: (i) Curriculum Vitae (CV) with 3 reference persons and (iii) cover letter indicating that they are qualified to perform the services.

6. SUBMISSION REQUIREMENTS; The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank's *Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November 2017, August 2018, November 2020 and September 2023* ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations.

7. Application and Deadline: Interested applicants may obtain further information including a detailed Terms of Reference from the National Civil Service Commission Website via this link <https://ncsc.gov.so/jobs/details/68>. After completing application through NCSC portal, please make sure CV and cover letter to be delivered to this emails serprecrutment@mof.gov.so and recruitment@ncsc.gov.so on or before at 16:00 hours to the address below by **10th May, 2024**, with email subject marked clearly as "**Technical Advisor on Pay and Grading - REF: SO-MOF-419900-CS-INDV**" The selection process will begin as soon as possible after the closing date. **NCSC accepts completed applications submitted through the NCSC e-Recruitment system.** Selected candidates will be invited.

Female candidates are encouraged to apply.