

REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

Project Name: Somalia Enhancing Public Resource Management (SERP)
Project Number: (SERP-P177298)
Post Title: Pensions Technical Advisor
REF NO.: SO-MOF-419902-CS-INDV
Duty Station: Ministry of Labour and Social Affairs, Mogadishu-Somalia
Reporting to: Director General
Duration: 1 year

- 1. Background:** The Federal Republic of Somalia has received financing from The World Bank through the Ministry of Finance (MoF) toward the cost of Somalia Enhancing Public Resource Management Project (SERP) and intends to apply part of the proceeds towards the recruitment of Pension Technical Advisor for Ministry of Labour and Social Affairs, Federal Government of Somalia (FGS).

The Federal Government of Somalia (FGS) is establishing a pension system for eligible civil servants. This is the result of a government initiative to help people who otherwise might not save enough money to live on when they retire, and to make it possible for people to retire at normal retirement age. A Defined Benefit Contribution (DBC) pension system has been agreed upon to provide civil servants with a predictable retirement benefit for life. DBC plans are based upon an established formula defined by a law. Pension plans must be funded by civil servants' contributions and government contributions and investment returns. The benefit formula is based on the years of service and the compensation.

In this context the client – Ministry of Labour & Social Affairs of the Federal Government is looking for a qualified Pensions Technical Advisor to work with the Pension Fund Directorate staff and MoLSA DG to support the required pension scheme implementation arrangements including the “Administrative Regulations & Operating Procedures” for the Pension and Gratuities Law, the Pension Fund directorate organizational structures, its staffing plan, its business processes, communication strategy for the Pension fund. The Adviser will work closely with the Public Sector Management Focal Person as well SERP Coordinator, the Director Generals of the Ministry of Labour & Social Affairs, the National Civil Service Commission, and the Pension Fund DG of the Pension Fund Directorate once established and appointed by the government.

- 2. OVERALL OBJECTIVES OF THE ASSIGNMENT.** The primary objective of the position is to guide the establishment of the Pension Fund Directorate and provide advisory support for the required arrangements and development materials for the implementation of the Public Service Pension and Gratuity system. He/ She will also be expected to provide technical support towards pension fund establishment ensuring that the arrangements are in line with the Public Service Pension and Gratuity Law and Policy as well as pension plans
- 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:
 - a) Master's degree in Social Sciences, project management, economics, Business Administration, Public Administration or any other relevant field.
 - b) Certified Human Resource Professional (CHRP) is an added value

- c) With a minimum of 10 years' experience working in government and Somalia context with a strong understanding of the public administration environment.
- d) Track record of experience in public administration with a strong preference for specific knowledge of pension fund governance and management.
- e) Knowledge of Somalia generally and the sensitivity to the underlying state of fragility and the prevailing adversity in particular
- f) Sound understanding of public administration reform Issues, including Civil Service Management.
- g) Proven record of ethical good conduct with high integrity and moral values
- h) Strong Communication skills in both Somali and English;
- i) Think strategically and analytically.

4. **Duration:** The Pension Technical Advisor shall be contracted for an initial one-year period, with the possibility for extension for additional year(s) based on satisfactory performance and availability of funds.

5. Reporting Obligations

The consultant, MOLSA Public Service Pension Adviser will report directly to the MoLSA Director General until the pension fund is established. In addition, he/she will work closely with the SERP Coordinator at the Ministry of Finance and National Civil Service Commission FGS.

The Ministry of Finance 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; (ii) copies of certificates of academic qualifications; 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.

Interested applicants may obtain further information including a detailed Terms of Reference from the Ministry by requesting via e-mail to the address given below during office hours from 9.00 a.m.– 4.00 p.m. Saturday to Thursday excluding public holidays.

Deadline: Expressions of interest and CV must be delivered to these emails: serprecruitment@mof.gov.so and procurement@molsa.gov.so please make sure to copy or Cc, the following email: dg@molsa.gov.so on or before 16:00 hours to the address below by **May 15 , 2024, with** email subject marked clearly as **“ Pensions Technical Advisor -REF: SO-MOF-419902-CS-INDV.**

Female candidates are encouraged to apply.