**Vacancy:** Strengthening Institutions through Diaspora Assistance – Migration for Development in Somalia (SIDA-MIDA), IOM Somalia.

Terms of Reference

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<th>II. Background Information</th>
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<tr>
<td><strong>About the Mogadishu University and its Faculty of Sharia and Law:</strong></td>
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<tr>
<td>Mogadishu University is the premier non-profit and non-state university in Somalia dedicated to providing affordable and accessible high quality education attuned to the national and international values of the Somali people and the international communities in general. Mogadishu University officially opened its doors in September 22, 1997 although the initial idea of its establishment goes back to 1993.</td>
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<td>The overall objectives of MU are to bridge the educational gap; produce educated human resource; develop scientific knowledge; conduct community education programs; train students with better skills; preserve national cultural heritage; and cooperate with other national and international organizations.</td>
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<td>MU is an active member of the following associations: Association of African Universities; Federation of the Universities of the Islamic World (FUIW); The association of Arab Private Institutions for Higher Education; Association of Arab Universities (AARU); Islamic Universities League, and International Universities Council.</td>
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<td>According to the history of legal education in Somalia before the collapse of Somali central government, there was a faculty of law under the Somali National University and there were a few batches graduated from that faculty. But unfortunately after the collapse most of them were forced to migrate like other ordinary people to foreign countries and some of them are already retired while some lost in the civil war in the country.</td>
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<td>For the sake of that, Mogadishu University established the first Faculty of Sharia and Law after the fall down with aim of producing a Law scholars specializing in Sharia and Law who are eligible to meet the desperate judicial needs of the country. The faculty produced a series number of batches. Today those graduates are playing a key role in the current legal education in Somalia; some are deans at different law faculties in different regions of Somalia, while some are lecturers at those faculties. Some of our graduates are members of the current Somali Federal Parliament, some are ministries and some are director generals at different ministries. Some of our graduates are also in a hierarchy of judiciary system, some are active layers in the country, and some of them are active in Humanitarian and business fields.</td>
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Summary of the assignment:
Overall training, teaching and curricula development for the Faculty of Sharia and Law.

About MIDA:
Migration for Development in Africa (MIDA) is a capacity-development Programme, which assists to mobilize competencies acquired by African nationals abroad for the benefit of their countries of origin. MIDA seeks to convert brain-drain across Africa, after the loss of educated and talented individuals, into brain-gain through brain-circulation and transfer of skills and knowledge.

In Somalia, IOM/MIDA has been working with Somali authorities in all three regions to build the capacities of their institutions since 2008 in Somaliland and Puntland and since 2009 in South Central Somalia.

‘Strengthening Institutions through Diaspora Assistance’ (SIDA-MIDA) is a component of IOM Somalia’s MIDA Programme whose overall objective is to contribute to the on-going process of stabilization and state-building of Somalia by developing the capacities of key government institutions through the mobilization of Somali diaspora resources. After carefully looking at the priorities of the Somalia and Somaliland Governments, SIDA-MIDA will target three key sectors, namely: Health, Public Finance Management (PFM), and Justice. The development of these sectors is central to do the stabilization efforts of Somalia. Basing on the three key sectors, MIDA will recruit Somali diaspora subject matter experts for a period of three years to do institutional capacity-building. To make sure the next generation of Somalis is involved in the development of Somalia; IOM will also pair Somali young graduates from Somali universities with the subject matter experts. The Somali youth will be placed at internship positions at the relevant institutions.

III. Activities / Key Results Expected

The selected candidate will:
- Conduct an initial gap analysis of current capacity and needs at the Mogadishu University – Faculty of Sharia and Law, and provide a list of cost-effective recommendations in training, capacity building, and equipment which will be embedded in the Work Plan of the assignment;
- Identify and formalize (in the Work Plan) the specific team within the beneficiary institution the diaspora expert will work with and train during the whole period of assignment, in collaboration with the designed Supervisor of the institution;
- Submit a preliminary Work Plan of the assignment to the institution and IOM after the first month of assignment. The Work Plan will be adjusted and completed in order to address possible changes in the needs of the institution and/or MIDA requirements; a final Work Plan will be submitted after the third month of assignment for endorsement;
- Plan, organize and implement capacity-development activities by transferring skills to the local colleagues within the Faculty of Sharia and Law through training sections, workshops, joint completion of the tasks and other capacity-development schemes;
- Provide trainings on Teaching methodologies, Case Studies, Investigation procedures, Intensive legal English, Legal drafting Skills, Role of technology in teaching, Moot Trial, Research methodology in Law to teaching staff and Trial Procedures on a regular basis to the students of the Faculty of Sharia and Law during the whole period of the assignment;
- Measure the results of the transfer of skills activities by organizing post-training evaluation tests for the staff of the Faculty and the students;
- Submit progress reports to the institution and IOM on a quarterly basis;
- Submit a final report to the institution and IOM upon completion of the assignment. Main component of the final report will be an exit strategy of the assignment indicating what has been achieved and what has to be done in order to ensure the sustainability of the achievements.
IV. Target Outputs (Measurable Results)

- Preliminary Work Plan of the assignment submitted after the first month of assignment and Final Work Plan of the assignment submitted after the third month of assignment;
- Trainings for local staff (i.e. ToTs) planned, organized and implemented at least twice per month. At least 24 trainings to Teaching staff, lecturing 4 subjects and producing a more standardized curriculum during the whole assignment period;
- Classes on Procedural Laws provided to the students of the Faculty of Sharia and Law once per week;
- At least six post-training evaluation tests for the staff of the institution organized during the whole assignment period (one every two months of assignment);
- At least four evaluation tests for the students of the Faculty of Sharia and Law organized during the whole assignment period (one every three months of assignment);
- Progress reports submitted to the institution and IOM on a quarterly basis;
- Final report comprising an exit strategy submitted to the institution and IOM upon completion of the assignment.

V: MIDA requirements

In order to fulfill their contractual requirements, and to facilitate payments, participants will have to deliver the following results in a timely manner. These are standard requirements for all assignments undertaken through this project:

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 institution whose staff will have to benefit from these skills transfer schemes. A capacity-development strategy will be develop and embedded by the participants in their Work Plans. It will outline their capacity development approach, including landmark trainings and candidates for mentoring.

2. **Work plan**: A work plan will have to be developed with the Supervisor during the first month of assignment, which will provide clear and time bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the institution and IOM. This work plan can be revised during the first three months of assignment to reflect new developments or changes in strategy.

3. **Interim and Final Reports**: Quarterly progress reports will be submitted by the diaspora expert to the Supervisor and to IOM. Thereafter a final report will be provided at the end of assignment; it will contain a specific exit strategy section.

V: Qualifications

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<th>Level of Education:</th>
<th>Phd</th>
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<td>Area of Study:</td>
<td>Private Law</td>
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<td>Years of work experience in what area(s):</td>
<td>At least 10 years of teaching in private law</td>
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<td>Languages needed:</td>
<td>Fluency in Somali, English and Arabic is essential</td>
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An Initiative of QUESTS-MIDA, which is part of UNDP's Somali Institutional Development Project.

Updated on June 30, 2011
### General Skills / Other Requirements:

- Legal residency or nationality in a country outside of Somalia and right-of-return to that country of residence/nationality on completion of the assignment;
- Thorough knowledge of both Somali (Sharia and formal) and international law;
- Familiarity with Somali context and culture and willingness to travel throughout Somalia;
- Skilled trainer and ability to produce quality training materials; Ability to mentor staff and facilitate learning by doing;
- Good leadership and supervisory skills;
- Ability to coordinate and deliver multiple assignments and meeting deadlines;
- Ability to diplomatically handle sensitive situations and cultivate productive relationships;
- Personal commitment, efficiency and flexibility; excellent interpersonal skills; and ability to work under pressure;
- Ability to coordinate with different Somali and international stakeholders involved in the area of interest
- Ability to maintain the work ethics

### VI: Salary

Under the direction of the IOM/MIDA and in consultation with the beneficiary institution, it has been determined that the salary level for this position will be defined based on the qualifications and experience of the selected candidate according to the standard IOM/MIDA Somalia salary scale.

### VII: Security and insurance modalities

Health insurance, including evacuation due to medical emergency, 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 beneficiary institution will be responsible for the security of the individual.

Before leaving the country of residence and upon arrival in Nairobi, first, and in Somalia, later, the qualified Somali expatriate will receive a pre-assignment briefing including security advice and cultural background.
VIII: How to apply

All applicants must apply online through the MIDA website: www.quests-mida.org.
To start the application process, the applicants are required to register an account with the MIDA website. 
Go to login and register as a user, then fill the form and create a password to enter in the applications section. Duly fill in all the sections of the application form.

Send your Resume/CV to quests-mida@iom.int. Stating the position in the subject line of your email. Only Short-listed candidates will be informed of the status of their application.