

Quality Assurance and Standards Technical Advisor
Ministry of Education, Culture and Higher Education
Terms of Reference
Re-advertisement

I. General Information	
Post/Title:	Quality Assurance and Standards Technical Advisor
Date of Issue	13 June 2017
Duty Station	Mogadishu
Duration of Assignment	3 months (subject to possible extension)
Deadline for application	26 June 2017
II. Background Information	
<p>About MIDA FINNSOM South Central Somalia Project</p> <p>IOM Migration for Development in Africa (MIDA) programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its MIDA programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. The MIDA FINNSOM South Central Somalia project is funded by the Government of Finland. Similarly to the MIDA FINNSOM Health projects implemented in Somaliland and Puntland by IOM Helsinki with support from the Finnish Government, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Central Somalia, with focus on two sectors: health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriates while on assignment.</p> <p>About the geographical coverage of the project</p> <p>Initially, the project will support positions in Mogadishu and subject to security, the project aims at extending its support to other regions in South Central Somalia.</p> <p>Education sector context</p> <p>Somalia is characterized by three main administrations namely Somaliland, Puntland and Somali Federal Government, each having their own Ministry of Education, Culture and Higher Education. Each zone is at very different levels of educational development and as a result education activities are based on the differing priorities and agendas. Ministry of Education, Culture & Higher Education consists of two ministries combined – Ministry of Education and Ministry of Culture and Higher Education.</p>	
III. Activities / Key results expected	
<ol style="list-style-type: none"> 1. Train, coach and mentor the Quality Assurance team of the MOE,REOs/DEOs through providing sound technical guidance, development and application of relevant guidelines and checklists, etc. 2. Develop and implement QAS strategies and advice on QAS policies and regulations across the Ministry with emphasis in application processes; 	

3. Strengthen the Technical Capacities of QAS Officers (QASOs) from the MOE, REO to the DEO level through training, mentoring and coaching to help the quality education system of the country.
4. Draw and implement a comprehensive monitoring and supervision plan to ensure regular quality assurance activities in primary and secondary schools, through the coordination of REOs and DEOs.
5. Assist the QAS Director and the Ministry staff in the QAS Unit in executing their responsibilities and transfer skill to the Education Officers in preparation for upward professional mobility in their chosen career.
6. Develop effective systems for performance evaluations, management and career development tools;
7. Facilitate monthly employee meetings to promote work productivity, and collaboration within teams;
8. Prepare confidential reports related to the discipline of teachers and equipment, furniture and state of school building.
9. Hold conferences and seminars with head teachers, teachers and school committees when necessary.
10. Review the existing linkages and communication strategies and recommend how it can be strengthened.
11. Provide on-the-job training and supportive supervision of local staff and mentor young Somali graduates during the whole period of the assignment;
12. Analyze the Ministry's QAS strategy and policies, assess the impact of changes and make recommendations on their implementation;

IV. Target outputs (Measurable results)

To be specified for the workplan of the TA.

V. IOM-MIDA requirements

1. **Transfer of skills:** one of the main responsibilities of the qualified Somali expatriate, and one which he/she will be measured against, will be to insure continuous and systematic transfer of knowledge and skills are related to the assignment it will have to be agreed with the beneficiary institutions, which civil servants will have to benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the supervisor at the line Ministry during the first week of assignment, which will provide clear and time bound activities to successfully implement the outputs of assignment.
3. **Monthly and final reports:** Monthly progress reports will be submitted by the incumbent to the Supervisor in the Ministry and to IOM Mogadishu MIDA Programme Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

VI. Qualifications

Level of education:	Master's Degree
Area of study:	Education
Years of work experience in that area:	5-10 years
Languages needed:	English and Somali
General skills / other requirements:	<ul style="list-style-type: none"> ▪ Minimum of 5 years of professional experience relevant to the post in reference; ▪ Experience in working at the policy level in countries under fragility; ▪ Demonstrated understanding of governance and accountability in the education sector; ▪ Ability to work collaboratively with counterparts in government ministries; ▪ Excellent oral and written communication skills in English and Somali; ▪ Strong analytical abilities and skills for rationalizing QAS concept, ▪ Exposure to function of QAS Department and have good communication skill. ▪ Be available immediately.

VII. Monthly stipend

The monthly stipend amount will be determined by criteria set by IOM MIDA FINNSOM project based on degree and years of relevant experience.

VIII. How to apply

All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail "APPLICATION", and above reference number and title.

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. Please save your documents in PDF format. Only shortlisted candidates will be contacted.

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply.

IX. 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 according to the contract, IOM will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institutions will be responsible for the security of the individual. Before leaving the country of residence and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural orientation.