

**Education Policy and Planning Advisor**  
**Ministry of Education, Culture and Higher Education**  
**Terms of Reference**

<b>I. General Information</b>	
<b>Post/Title:</b>	Education Policy and Planning Advisor
<b>Date of Issue</b>	20 March 2018
<b>Duty Station</b>	Mogadishu
<b>Duration of Assignment</b>	6 months (subject to possible extension)
<b>Deadline for application</b>	3 April 2018
<b>II. Background Information</b>	
<p><b>About MIDA FINNSOM South Central Somalia Project</b></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><b>About the geographical coverage of the project</b></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><b>Education Sector Context</b></p> <p>Somalia is characterized by six main administrations namely Somaliland, Puntland, South West, Hirshabelle, Galmudug and Banadir region, each having their own Ministry of Education, Culture and Higher Education. Each zone is at very different levels of educational development and as result education activities are based on the differing priorities and agendas. Ministry of Education, Culture &amp; Higher Education consists of two ministries combined – Ministry of Education and Ministry of Culture and Higher Education.</p>	
<b>III. Activities / Key results expected</b>	
<p>The overall purpose of the assignment is to strengthen the organizational development and human resource management capacity of the Ministry. <b>Specific tasks include:</b></p> <ul style="list-style-type: none"> <li>• Strengthening the capacities of the ministry in policy development, strategy planning and policy implementation;</li> <li>• Provide advice on best practices and experiences in the implementation of education reforms;</li> <li>• Provide strategic advice and guidance to the Minister of Education in designing and implementing the education strategies and plans to communicate the implementation of</li> </ul>	

<p>the Government Program and agenda;</p> <ul style="list-style-type: none"> <li>• Provide guidance for the development of policy brief for the reformation and development of the education system in the context on Government Activity Programmers;</li> <li>• Collaborate with the Ministry of Education of South West State, The Federal Government Ministry of Education;</li> <li>• Support the Ministry in developing Planning policies, strategies, By-laws and work plans under the Guidance of the Federal Ministry;</li> <li>• Develop a Regional strategic guidance for education programming in alignment with the global strategy;</li> <li>• Support the ministry in reviewing education acts in accordance with the Federal Ministry Acts;</li> <li>• Coordinate implementation of the technical guidance and conduct regular performance review of the targets set as part of the regional strategy scorecard;</li> <li>• Provide technical support to education initiatives in within ministry's departments in the region;</li> <li>• Provide leadership in mainstreaming, integration and scaling up evidenced based best practices in education;</li> <li>• Establish stronger linkages with the humanitarian activities along with the Education Cluster, incorporating the coordination of emergency/humanitarian works within the works of the humanitarian organizations roles and responsibilities;</li> <li>• Support management initiatives to improve the Ministry of Education institutional framework, capacity and productivity;</li> <li>• Support Ministry of Education of South West State in planning and leading and effectively participating in policy reviews of the state level;</li> <li>• Advising the Ministry on strategic policy and planning and support its implementations;</li> <li>• Developing, finalizing and operationalizing the policies and regulatory frame works</li> </ul>	
<b>IV. Target outputs (Measurable results)</b>	
To be specified for the workplan of the TA.	
<b>V. IOM-MIDA requirements</b>	
<ol style="list-style-type: none"> <li>1. <b>Transfer of skills:</b> 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.</li> <li>2. <b>Work plan:</b> 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.</li> <li>3. <b>Monthly and final reports:</b> 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.</li> </ol>	
<b>VI. Qualifications</b>	
Level of education:	Master's Degree
Area of study:	Education
Years of work experience in that	More than 7 years

area:	Previous work Experience in South West State is Plus
Languages needed:	English and Somali Knowledge of Maay dialect is preferred
General skills / other requirements:	<ul style="list-style-type: none"> <li>• Strong command of good practice in policy formulation;</li> <li>• Excellent oral and written communication skills in English and Somali</li> <li>• Experience in working at the education policy/ guiding principle in countries under fragility;</li> <li>• Demonstrated understanding of governance, budgeting and accountability in the education sector;</li> <li>• Ability to work collaboratively with counterparts in government ministries;</li> <li>• Experience in education system in Somali;</li> <li>• Ability to work without supervision and be results-oriented;</li> <li>• Have integrity and team spirit;</li> <li>• Be available immediately</li> </ul>
<b>VII. Monthly stipend</b>	
The monthly stipend amount will be determined by criteria set by IOM MIDA FINNSOM project based on degree and years of relevant experience.	
<b>VIII. How to apply</b>	
All applications must be sent to <a href="mailto:iomhelsinkimida@iom.int">iomhelsinkimida@iom.int</a> , 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.	
<b>IX. Security and insurance modalities</b>	
Health insurance including evacuation due to medical emergence 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.	