



## **TERMS of REFERENCE**

### **S2S: Stabilization Reconciliation Advisor**

#### **MINISTRY OF INTERIOR, FEDERAL AFFAIRS AND RECONCILIATION**

<b>Duty Station:</b>	Mogadishu, Somalia
<b>Position Title:</b>	Stabilization Reconciliation Advisor
<b>Duration:</b>	1 year, with possibility of extension

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#### **Background:**

Over the last few years, a particular focus in Somalia has been on the Federal Member State (FMS) formation process. As the regional state building process concluded, there is a renewed pressure to begin moving towards the re-establishment of district councils and administrations. The Federal Government of Somalia (FGS) recognized this priority early on and as a result, in July 2013 the Parliament passed relevant legislation (Law for the Administration of Districts and Regions in Somalia). It provides a rapid pathway to formation of permanent local administrations, and this legislation along with adoption of National Wadajir Framework for Local Governance in 2016. Furthermore, the majority of the States have also approved their local government legislation based on the provisional constitution that outlines the three tiers of Government; Federal, State and District levels.

Somalia has experienced over two decades of conflict and civil wars that not only eroded the trust and cohesion in communities and also destroyed economic infrastructure and public service delivery capacity. Under the leadership of the Ministry of Interior, Federal Affairs and Reconciliation (MoIFAR), the FGS and FMSs are committed to establishing the foundation for lasting stability and establishing of inclusive and elected district councils, through agreed frameworks to improve social contract between government and population through provision of service delivery. Expediting the district council formation process is a key priority for MoIFAR and its State Ministry of Interior counterparts. Local government at the district level is the first interface between citizens and their Government under the provisional constitution. Therefore, district council formation is an essential element of the overall perception of legitimacy of the Government within the overall goals of the Transition Plan.

The second phase of the Support to Stabilization (S2S) project builds upon the first phase, which ran from 2015 to 2018, involved the establishment of initial caretaker administrations and the provision of operational costs to support the caretaker administrations, as well as support to community engagement to lay the foundations for the formation of elected district councils. It is within this context that MoIFAR and the Ministries of Interior (MoI) of the FMS engage in a coordinated range of initiatives that

will establish inclusive and accountable district administrations overseen by elected district councils and supporting the establishment of interim administrations in newly recovered areas. The goal of these initiatives and processes is to overcome the socio-political barriers that are hindering the re-establishment of district councils and administrations across the States of Jubaland, South West, Hirshabelle and Galmudug. It is recognized that community leaders and the citizenry at large needs to support the district formation process for any district administration to have a chance to build and enhance their legitimacy. Local reconciliation initiatives and civic dialogue with communities are therefore seen as an essential pre-requisite to building the social cohesion necessary for district council formation processes to succeed.

### **Deliverables:**

The role of the MoIFAR Reconciliation Advisor is to ensure that programmatic decision-making and interventions are grounded in solid conflict, political analysis and research, a strong understanding of peace-building processes and fragile state transitions. The Advisor will work on policy engagement in country with relevant actors engaged in similar work and provide assistance in strategic thinking in areas of advocacy and political positioning with respect to the state and council formation process.

The individual's responsibilities will include, but not be limited, to the following duties:

- Work with the MoIFAR teams, MoIFAR partners in the FGS and other international partners in supporting the designing of programmes ensuring programmes are grounded in conflict context analysis and review, conflict-sensitivity, and ensuring that the programmes' peace-building potential is maximized across its diverse settings;
- Provide assessment of linkages between conflict drivers and how to reduce it;
- Provide analysis inputs and support in bringing greater linkages, integration and cooperation among different stakeholders through policy analysis and research on conflict resolution and reconciliation;
- Context specific recommendation, developing and presenting policy papers, guidance and practice notes and other knowledge based-tools for discussion by top leadership;
- Establish and nurture relationship with academic research, civil society and experts to expand and share knowledge, exchange views on latest findings, incorporate cutting-edge thinking, with particular attention to quantitative analytical work in the area of peace-building;
- Provide a written monthly report to the line manager, shared with the MoIFAR Stabilization Team and UN counterparts, with regard to progress against the above-mentioned duties, including updates on various conflict drivers;
- Ensure adherence to the principle of inclusive and active participation of women and minorities and other marginalized groups on every aspect of reconciliation initiative;

- Perform such other duties as may be assigned by the MoIFAR Director General.

### **Requirements**

- Advanced university degree in conflict resolution, peace building, or related social science fields;
- Minimum 8-10 years' relevant experience in conflict resolution, reconciliation, peacebuilding and/or related field;
- Strong policy analysis experience and technical understanding of the processes of peace-building/reconciliation/conflict resolution and governance strengthening in a fragile state environment in particular in the Horn of Africa;
- Demonstrated integrity that engenders trusts from partners and strong interpersonal skills and an ability to work harmoniously as part of diverse team;
- Experience in use of conflict sensitive methodologies and risk analysis;
- Exceptional drafting, representation and communication skills in English;
- Knowledge of Somali history, politics and culture;
- Excellent communication, including ability to communicate fluently, both reading and writing in English and Somali;
- Willingness to work long hours and ability to multi-task in a high-pressure, rapid deadline-oriented environment;
- Excellent computer skills, including MS Office suite;
- Willingness to travel in Somalia as needed, including areas which are considered a high security threat environment.

### **Functional Competencies**

- Professionalism including integrity and respect for diversity
- Leadership, empowering others and team work
- Managing performance, accountability and judgement / decision making
- Planning and organization
- Building Trust and Communication

**To apply please send your updated CV, covering letter, academic certificates to: [Info@moifar.gov.so](mailto:Info@moifar.gov.so) or more details, please contact this email. Closing date March 2, 2019. Only shortlisted candidates will be contacted.**