Vacancy: Ministry of Women and Human Rights Development
Terms of Reference

I. General Information

<table>
<thead>
<tr>
<th>Post/Title</th>
<th>Gender and Women’s Rights Advisor</th>
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<tr>
<td>Date of issue</td>
<td>25 September 2017</td>
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<tr>
<td>Duty Station</td>
<td>Mogadishu, Somalia</td>
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<tr>
<td>Stream/Band</td>
<td>MIDA Salary Scale</td>
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<tr>
<td>Duration of Assignment</td>
<td>6 months</td>
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<tr>
<td>Level of Assignment</td>
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<tr>
<td>Deadline for applications</td>
<td>9 October 2017</td>
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II. Background Information

About MIDA
The main objective of IOM MIDA Somalia is mobilizing human and financial resources, in order to contribute to the stabilization and development of Somalia through local and diaspora expertise. MIDA provides the necessary mechanisms to improve institutional performance and their capacity to respond to the needs of the Somali people while at the same time maintaining that the knowledge is left behind once the diaspora experts complete their assignment. The beneficiary institution will host the qualified Somali diaspora expert, and will be responsible to provide a safe and secure work environment. MIDA will monitor the expert while in assignment.

About [Somalia: Mogadishu]
Throughout Somalia, women and girls face many types of discrimination and inequalities. These can occur at home, at work, within the family, in educational institutions and in politics. This is because the cultural and national law may not always give women the same rights as men. Common crimes experienced by women include domestic and sexual violence, forced marriages, early marriages, human trafficking and genital mutilation. In Somalia, women tend to suffer from these crimes more than men. Some inequalities that men and women face in Somalia are based on sex difference, that is, biological differences between men and women, and others on gender, that is, the roles and characteristics that society attributes to men or women.

About FGS Ministry of women Affairs and Human Rights Developments
The Ministry of Women Affairs and Human Rights Development (MoWHRD) of the Federal Government of Somalia (FGS) has a mandate to work on Gender and Women’s Rights issues to ensure women access their rights. In close collaboration with national and international partners, the MoWHRD is currently deepening and strengthening its efforts to advance women's rights and gender equality and support the women, peace and security agenda. In this process MoWHRD will actively engage with other FGS line ministries, Federal Member States and civil society to ensure the promotion of gender equality and women’s rights.

III. Role Objective

The objective of the post is to support the MoWHRD in the implementation of its mandate by providing expert advice on gender equality and women’s rights and strengthening the Ministry’s capacity in this area.
The Gender and Women’s Rights Advisor will work closely with relevant government ministries, departments, Civil Society Organizations (CSOs) and community groups to:

- Develop a 5 Year Gender and Women’s Right's Strategy for the Ministry of Women and Human Rights Development (MoWHRD).

- Support the MoWHRD in ensuring integration of gender and promotion of women’s rights in the implementation of the National Development Plan (NDP).

- Provide quality Gender and Women’s rights support and advice to the MoWHRD.

- Support staff to strategically develop, and integrate Gender and Women’s Rights in all line ministries through training, learning and knowledge sharing activities.

- Provide technical advice and support in the implementation of Gender and Women’s Right's activities in the MoWHRD.

- Co-ordinate and harmonize work on Gender and Women’s Right's by the MoWHRD and partners.

- Review and advice on merging or co-ordination of previously made agreements involving the MoWHRD and other partners relevant to Gender and Women’s Right's.

- Provide technical input on Gender and Women’s Right's during policy and legal development processes.

- Support the MoWHRD to advocate with the ministry in charge of finance and planning and development partners for increased resources in support of the MoWHRD’s strategic goals and areas of focus.

- When requested, represent the MoWHRD at relevant conferences and workshops.

- Identify best practices and research in Gender and Women’s Right's to support the MoWHRD and contribute to knowledge management.

- Conduct training needs assessments; develop and implement training programs within the MoWHRD and other line ministries on Gender and Women’s Right's.

- Perform other related duties as required.

IV. Target Outputs (Measurable Results)

To be entailed in the work plan.

V: MIDA requirements

Besides the specific outputs mentioned in section IV, MIDA is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:

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 ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution which civil servants will have to benefit from this knowledge.

2. **Work plan:** A work plan will have to be developed with the Supervisor during the first week 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 MIDA focal person in the field. This work plan can be revised during the mid-term review to reflect new developments or changes in strategy.

3. **Mid Term Review:** there will be a mid-term review of the assignment between the incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.

4. **Interim and Final Reports:** A progress report will be submitted by the incumbent to the Supervisor and to the MIDA focal person in the field. Thereafter a final report will be provided at the end of assignment.

V: Qualifications

| Level of Education: | • A University Degree in Social Sciences, Law, Psychology, Development Studies, Human Sciences or relevant field.  
  • Demonstrated expertise in gender and women’s rights (e.g. through relevant training, a related degree, work experience or research), especially in the context of Somalia and/or other lower-income conflict-affected contexts, is a strong asset.  
  • Experience developing quality reports, including policy briefs, for a range of audiences including practitioners in the field of Human Rights, Women’s Rights or Gender |
| Area of Study: | Social Sciences, Law, Psychology, Development Studies, Human Sciences or relevant field. |
| Years of work experience in what area(s): | • 10 – 15 years’ experience in fields such as Human Rights, Women’s Rights, Gender or Social and Economic Development.  
  • 5 years’ experience in leadership and management within government, International Organizations or the NGO sector |
| Languages needed: | • Ability to speak and write Somali.  
  • Ability to communicate complex ideas in English. |
| General Skills / Other Requirements: | • Strong management and communication skills.  
  • Strong problem solving, inter-personal and negotiation skills.  
  • Ability to work with different partners including state |
and non-state actors in Gender and Women’s rights and related matters.

• Adaptability and flexibility to adjust to changing schedules and priorities.

• Effective skills in critical information gathering to create accurate reports.

• Strong written and oral communication skills.

• Strong analytical skills.

• Excellent computer literacy skills.

• Knowledge of MS Word, Excel, Power Point etc.

• Able to travel locally and internationally.

• Abide by the MoWHRD ethics guidelines.

• Cultural, gender, religious, race, nationality and age sensitivity.

• Ability to mentor MoWHRD staff in Gender and Women’s Rights issues.

VI: Salary

Under the direction of IOM MIDA and in consultation with the beneficiary institution, it has been determined that the salary level for this position be the following:

(This will be determined by MIDA based on qualifications (VI) and level of the assignment (X).

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 neither IOM nor Swedish Government, according to the contract, will 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 or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.
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<th>VIII: How to apply</th>
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<tr>
<td>All applications must apply online through the MIDA website.</td>
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<td>To start the application process the applications are required to register on account with the QUESTS-MIDA website. Go to <a href="http://www.quests-mida.org">www.quests-mida.org</a> login and register as a user, then fill the form and create a password to enter in the application section.</td>
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<tr>
<td>Short listed candidates will be informed of the status of their application. If you encounter any problems when applying visit the FAQs section on the website for more information.</td>
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