



CALL FOR JOB APPLICATION

Country:	Somalia
Project:	Somalia Capacity Injection Project
Grant No:	P149971
Assignment Title:	Various Positions in Beneficiary Institutions
Type of Appointment:	Regular Civil Service Position
Type of Contract:	Performance Based Contract
Duty Station:	Beneficiary's Office in Mogadishu
Expected Start Date:	October 2017
Reference No.:	FGS/CIM/Civil Service Recruitment/2017

Under the Somali Compact of September 2013, the Federal Government of Somalia established a Government Flagship Programmed to build core public sector capacities. A World Bank Public Sector Capacity Injection Mechanism (CIM) supports this. The below beneficiary institution is among the core beneficiary institutions of the CIM to strengthen staffing levels and capacity in selected line ministries and central agencies. The Ministry of Agriculture and Irrigation and National Civil Service Commission of the Federal Government of Somalia invites applications from qualified candidates for the following positions:

Competent candidates will be selected according to the Capacity Injection Mechanism guidelines.

Note: this recruitment strongly supports women engagement and will support working women through paid maternity leave, plus allowances to support 'secure accommodation', 'secure transport to and from work' and 'child care allowances'.

How to apply

Confidential applications should be addressed to **Mr. Omar Abdi**, CIM Coordinator, National Civil Service Commission, E-mail somalia.ncsc.cim02@gmail.com and please make sure to copy MOA Permanent Secretary at email: mali@moa.gov.so with only a Cover Letter and Curriculum vitae (CV) in WORD .doc format. This must be delivered by 1500 hours on 17th September 2017.

JOB DESCRIPTION FOR THE DIRECTOR OF CROP PRODUCTION, RESEARCH AND EXTENSION

1. Job Title	Director of Crop Production, Research and Extension
2. Department	Crop Production, Research and Extension
3. Assignment Location	Mogadishu, Ministry of Agriculture and Irrigation
4. Grade Level	Stream A, Level 2, Step 1
5. Reporting To	The Director General, Ministry of Agriculture and Irrigation
6. Supervisory Responsibility	The Director, Crop Production, Research and Extension will be directly responsible for the supervision of Heads of Sections of the department
7. Job Purpose	The Director, Crop Production, Research and Extension is the functional Head of the Department. He/ she is responsible for the overall technical, administrative and financial management of the Department. The incumbent is a career senior civil servant appointed through a competitive process and is responsible for providing leadership and vision for achieving goals of the Department. He/ She shall be responsible for providing technical and professional support to the Director General
8. Objectives of the Job	<ul style="list-style-type: none"> • Coordinating Crop Production and Research by providing technical services to farmers and general public in order to improve living standards • Provide effective leadership, enabling the department to improve performance of its functions and achieve set results • Provide accurate and timely reporting on progress of implementation of department policies, strategies and programs
9. Duties and Responsibilities	<p>The functions of Director of Crop Production, Research and Extension will be:</p> <ul style="list-style-type: none"> • Preparing, implementing and monitoring programs for supporting crop production and protection for enhancing food security • Regulating and controlling the quality of inputs, produce and products from the agriculture sector • Providing and scaling up agriculture research and extension for supporting crop production, crop protection and irrigation • Strengthening the linkage between the farmers, producers, processors and marketers along the agriculture supply chain

	<ul style="list-style-type: none"> • To support sustainable, market oriented crop production, value addition and nutrition; for improved food security and household incomes • To generate, through research, improved crop production technologies to promote the development of a productive and environment friendly agricultural sector • To support and regulate the production and trade of propagation material and related matters to ensure food security and household incomes • To coordinate all agricultural programs and projects in the country to enhance the performance of the agricultural sector • To provide technical support to crop production initiatives of government • To oversee development, implementation and monitoring of crop production development flagship programs of government • To coordinate the preparation and implementation of the department's five-year strategic plan and forecasts • To coordinate the preparation of annual plans and budgets for the department • To coordinate the policy planning, analysis, formulation and delivery and tracking for the department • To ensure that policy decisions and other measures of the department are implemented efficiently and effectively • To coordinate the preparation and implementation of monitoring and evaluation policies, procedures and tools for the department • To coordinate the preparation of annual financial estimates in consultation with the heads of sections • To coordinate the department human capacity building in consultation with the heads of sections and human resources function • To coordinate the management of staff performance and contracts in the department • Preparation and implementation of harmonized annual work plans in collaboration with heads of sections • Coordinating the preparation of monthly, quarterly and annual progress reports
<p>10. Deliverables</p>	<p>The Director of Crop Production will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> • Crop Production Strategy and work plans • An Integrated Research program • Plant improvement and Extension strategy and program • The 5 year strategic plan for the department

	<ul style="list-style-type: none"> • Strategic management and overall administration of the Department • Report on support to the MOAI • Monitoring and evaluation report on the implementation of MOA decisions • Issue progress reports on the implementation of department decisions/resolutions • Improved department documentation and records management system • Monthly, quarterly and annual progress reports
11. Education	<ul style="list-style-type: none"> • A minimum of 1st Degree in Agriculture or related discipline from a recognized University or equivalent professional qualification • A Master's Degree in Crop Production/Horticulture will be an advantage
12. Experience	Five years' experience, three (3) of which must have been at the senior management level in the public service
13. Skills Mix Requirements	<ul style="list-style-type: none"> • Governance • Change management • Leadership and development • Problem-solving techniques • Blend of analytical, observational, organizational and networking skills • Strategic planning and benchmarking • Project management • Performance measurement • Team building and management • Monitoring and evaluation • ICT skills • Report writing • Excellent oral and written English and Somali languages
14: Competency Requirements	<ul style="list-style-type: none"> • Gives objective advice based on sound analysis • Focuses on outcomes • Gives purpose and direction • Thinks strategically • Involves people in decision-making • Communicates effectively • Demonstrates commitment to organization/ corporate decisions • Displays an intelligent awareness of the political environment • Prepares plans with clear short and long term objectives • Functions effectively in a team of professionals

