



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 SENIOR IRRIGATION ADVISOR TO THE MINISTRY OF AGRICULTURE AND IRRIGATION

1. Job Title	Senior Irrigation Advisor
2. Department	Irrigation and Meteorology
3. Assignment Location	Mogadishu Ministry of Agriculture and Irrigation (MoAI)
4. Grade Level	B Level 2, Step 1
5. Reporting To	The Director Department and Director General, Ministry of Agriculture and Irrigation
6. Supervisory Responsibility	The Senior Irrigation Advisor will be directly responsible for giving technical and policy advice to the Irrigation department for achievement and successfully of the department's activities and its mandate He will also be responsible for the preparation and development of the National irrigation matters with close working with the Director department and head sections
7. Job Purpose	The Senior Irrigation Advisor will be the Advisor of the Department. He/ she will be responsible for giving the overall advice on technical issues.. He/ She shall be responsible for providing technical and professional advice support to the Ministry.
8. Objectives of the Job	<ul style="list-style-type: none"> • Skill and knowledge transferred to ministry of agriculture staff through continuous on-job training. • Established horizontal and vertical functional linkages with various institutions involved in the area of land, irrigation and Water resources management ; • Assisted in the identification of Research gaps and prioritization of irrigation projects • Developed 5 years of strategic plan of the irrigation department • Develop Irrigation master plan • Ensuring agricultural productivity in the short-and-long-term through land and water irrigation management practices • 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 Irrigation policies, strategies and programs
9. Duties and Responsibilities	The functions of Senior Irrigation Advisor Director will be: <ul style="list-style-type: none"> • Provides technical and policy advice to the Department

	<p>of Irrigation and in General to the Ministry and technical support for the Implementation of the irrigation projects</p> <ul style="list-style-type: none"> • Leads and/or collaborates in, provides technical backstopping to and ensures the quality / effectiveness of capacity development and knowledge sharing activities of the department • Support for ensuring adequate provision of land and water for irrigation for sustainable agriculture development and coordinating with land and water agencies • Assist capacity building and knowledge management in irrigation and water resources with an emphasis to small-, medium and large scale irrigation to enhance sustainable livelihoods of the community. • Support for ensuring agricultural productivity in the short-and-long-term through land and water irrigation management practices • Managing the technical, engineering and mechanization inputs into agricultural production • Assisting in writing project proposals, advisory leaflets, specifications and technical manuals and organization of workshops on irrigation and related activities • Assist to the Ministry in identifying irrigation problem areas and to determine optimal solution to direct remedial actions needed to correct problems • To preserve and enhance productive capacity of cropland, forest land and grazing land, including uplands, lands on slopes, flat lands and bottom lands. • Give advice for coordination the preparation and implementation of department five - year strategic plan and forecasts • Advice and assist for the preparation of annual plans and budgets for the department • Advice for coordination 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 • Advice the management of staff performance and contracts in the department • Advice for the Preparation and implementation of harmonized annual work plans of the department • Coordinating the preparation of monthly, quarterly and annual progress reports
10. Deliverables	The Director of Irrigation and Meteorology will be responsible for the production of the following deliverables:

	<ul style="list-style-type: none"> • Irrigation programs and work plans • Strategic plans for the department • Strategic management and overall administration of the department • Report on support to the Ministry of Agriculture and Irrigation on irrigation matters • Monitoring and evaluation report on the implementation of MOAI decisions on Irrigation programmes • 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 a Post-graduate degree in Agriculture , Irrigation, Land and Water Resources Management or related discipline from a recognized University or equivalent professional qualification • A PhD in Irrigation and Water Resources Management discipline will be an added advantage
12. Experience	15 years' experience, of which (10) 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 • Water conflict management skills
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

	<ul style="list-style-type: none">• 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
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