



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 Office in Mogadishu
Expected Start Date:	September, 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 institutions are among the core beneficiary institutions for the CIM to strengthen staffing levels and capacity in selected line ministries and central agencies. Presidency 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 and

Note: this recruitment strongly supports women's 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 can 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 cc, OOP Chief of Staff at e-mail: Cos@presidency.gov.so with only a Cover Letter and Curriculum vitae (CV) in WORD .doc format must be delivered by 1500 hours of 27th October, 2017.

JOB DESCRIPTION FOR THE STRATEGIC AND POLICY ADVISOR

1. Job Title	Strategy and Policy Advisor
2. Department	Presidential Advisors and Department of policy, Strategy and delivery accountability
3. Assignment Location	Office of the President, Mogadishu
4. Grade Level	Stream B, Level 1 step: 1
5. Duration	12 months (renewable subject to performance)
6. Reporting To	Chief of Staff
7. ORGANIZATIONAL CONTEXT	
<p>In 2012, after a long and troubled transition, a new political dispensation was found in Somalia, with the adoption of the Provisional Constitution, the selection of a new parliament, the election of the president and formation of a new government.</p> <p>The Provisional Constitution of Somalia envisages the creation of Federal Member States (FMS) that will together constitute the Federal Republic of Somalia. In the process leading to the creation of the FMSs, regions have been merging together to form Interim Regional Administrations (IRAs). Now, it is critical time for the Office of the President to work closely with the Federal Government Ministries and FMS to rebuild Somalia.</p> <p>The incumbent is expected to provide high level strategic coordination and communication advisory to the Office of the President as well as to other departments of the Federal Government. She/he will also be expected to provide advice on dissemination of policy and program to federate the country.</p>	
8. SUMMARY OF KEY FUNCTIONS	
<p>The role of the strategic consultant is to be the lead facilitator of strategic coordination and communication on matters related to the Office of the President. The specific tasks that the adviser will undertake include:</p> <ul style="list-style-type: none"> • Providing advice to the President and senior staff of the Office of the President on strategic matters. • Ensuring the Office of the President’s vision as it relates to the Constitution and Federalism is carried out by the relevant federal institutions. • Establishing and reviewing key strategic priorities for the Office of the President and translating them into a comprehensive strategic plan. • Monitoring the execution of the strategic plans. • Facilitating and driving key strategic initiatives of the Office of the President. • Ensuring departmental/unit strategic plans reflect governmental strategic priorities of the Office. 	

- Supporting Office of the President to organize national and regional level forums on strategic issues.
- Partnering with institutional leadership, special committees, and consultants to support execution of key initiatives of the Office of the President.
- Assisting the Office of the President to establish coordination and communication mechanism with relevant line ministries in ensuring that strategic government policies are aligned with government priorities.
- Translating strategies into actionable and quantitative plans.
- Mobilizing and managing teams of individuals charged with executing strategies.

9. EXPECTED OUTCOMES

- An overarching framework and strategy for federalism with well-defined desired end-states for each priority area
- Implementation plan supporting the roll out of the Federal strategy
- Detailed one-year action plans setting out existing and planned activities, roles and responsibilities of different actors, timelines
- Monthly reports and briefing for the office of the President, progress made, challenges encountered and corrective action proposed

10. EDUCATION AND EXPERIENCE

Education:

- Master's degree in Economics, Political Science, Public Administration, International Development or related field with equivalent professional experience.

Work Experience:

- Extensive experience in providing high level strategic communication advice to the Federal Government Institutions is essential.
- A sound knowledge of Somalia and senior level experience of the Federal Government is essential.
- At least 3 years of professional experience in fragile or conflict affected countries is required.
- At least 10 years of proven experience in Federal Government and Member States, program development and implementation.

- 2-4 years relevant experience in analytical work in the field of planning, preferably with a focus on Somalia.
- Specific experience in carrying out the tasks described in this TOR.
- Prior work in the Office of the President area is highly desirable and firm understanding of Somalia context.

Language Requirements:

- Fluency in both spoken and written English. Knowledge of Somali is required.

11. KEY COMPETENCIES

- Excellent analytical skills, ability to synthesize and clearly present complex processes and issues to service the information needs of diverse audiences.
- Ability to translate strategic thinking and innovative ideas into practical operational recommendations.
- Results orientation and commitment to producing high-quality products.
- Ability to work under tight deadlines.
- Ability to support strategic planning, results-based programming, management, reporting as well as resource mobilization efforts.
- Ability to support formulation, implementation, monitoring and evaluation of development programs and projects.
- Demonstrates outstanding oral and written communication and presentation skills.
- Strong interpersonal, negotiation and networking skills.
- Strong IT skills. Encourages the use of new technologies and strives for high standard of professional work.
- Strong inter-personal skills: Ability to motivate and inter-act with colleagues at all levels within the organization as well as with inter-agency partners.