



International Organization for Migration (IOM)

The UN Migration Agency

## Terms of Reference

**Vacancy:** Formal Education (lower secondary) Intern for the Ministry of Education and Higher Education, Puntland State of Somalia

I. General Information	
<b>Post/Title</b>	Formal Education (lower secondary) Intern for the Ministry of Education and Higher Education, Puntland State of Somalia
<b>Date of issue</b>	18/04/2021
<b>Duty Station</b>	MoEHE, Garowe, Puntland
<b>Duration of Assignment</b>	five months
<b>Level of Assignment</b>	Internship
<b>Deadline for applications</b>	1/05/2021

  

II. Background Information	
<b>About MIDA</b> The Migration for Development in Africa (MIDA) Somalia programme supports the mobilization of resources and expertise of the Somali diaspora to contribute to the stabilization and development of Somalia, while ensuring that skills and knowledge are transferred to the host institutions and retained by local staff once the diaspora experts complete their assignments.	
<b>MIDA FINNSOM Phase II - Health and Education Project</b> is funded by the Government of Finland and the project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in Somalia, with a focus on two sectors, namely health and education.	
<b>About institution</b> Puntland was established in 1998 as an autonomous state in Somalia that autonomously manages its education sector. The education sector in Puntland is currently undergoing a comprehensive structural and operational review. Through the Ministry of Education and Higher Education (MOEHE) aspires to deliver quality education for all that has six subsectors and two crosscutting areas. The four education sector priorities as identified in the Education Sector Strategic Plan of 2017 – 2021 are as follows; (1) increase access and equity to education opportunities (2) Improve the quality of education and learning outcomes (3) enhance efficiency of the education system; and (4) strengthen systems and administration. To ensure the implementation of an education system that has this much complexity in terms of subsectors and issues, it is essential to have the manpower in terms of permanent staff and advisors that have the necessary expertise and experience. The MoEHE collaborates with a range of stakeholders (International donors, UN Agencies, INGOs involved in	

planning/implementation of Education development. The MOEHE through the support of IOM/MIDA has recruited a Diaspora Technical Advisor attached to the Formal Education Department of the ministry. The TA has already taken his position and now providing his services to the Ministry.

This ToR is seeking to recruit **two interns** who will be placed at the Department of Formal Education of the ministry Headquarter in Garowe, learning from the MIDA Technical Advisor through undertaking a work plan tailored for internship

### III. Activities / Key Results Expected

Under the overall supervision of the MIDA TA, the intern will be responsible for the following tasks:

1. Assist the TA in carrying out the assessment of the teacher's pedagogical capacity needs at the lower secondary level.
2. Support the design and implementation of teacher training, mentoring, and assessing teacher performance for lower secondary teachers.
3. Assist coordination of the development of training modules for teachers in instruction and curriculum content areas derived by the results of the assessment of teachers' needs.
4. Provide administrative assistance in providing of technical guidance, strategic advice and programmatic direction for the implementation of the program of work.
5. Support the development of training modules and other materials as needed to help teachers and students apply active classroom methodologies while using existing curriculum materials such as textbooks.
6. Support the expert timely and quality completion of all relevant program deliverables and reporting.
7. Other duties as directed by the IOM/MIDA Expert

### IV. Target Outputs (Measurable Results)

Concrete deliverables to be produced/undertaken by the intern during the assignment:  
To be specified for the work plan of the Intern.

### V: MIDA requirements

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

1. **Knowledge and skill training:** The main objective of this project is for the Intern to acquire continuous and systematic knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution, the diaspora participant which the intern will have to benefit from the knowledge and skills of the diaspora participant. There are templates/tools for the intern to facilitate, outline and take stock of the trainings received, competencies gained and the different learning stages.
2. **Work plan:** A work plan will have to be developed with the diaspora participant 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 Project Assistant. 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 intern and the diaspora participant and the beneficiary institution to discuss the performance of the intern.
4. **Interim and Final Reports:** A progress report will be submitted by the intern to the diaspora participant and to the MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

#### V: Qualifications

Level of Education:	A Bachelor's degree in education
Area of Study:	Teacher training, curriculum, pedagogy
Years of work experience in what area(s):	Min. 1- year experience in the education sector, particularly in teacher education
Languages needed:	English and Somali
General Skills / Other Requirements:	<ul style="list-style-type: none"> <li>• Good command in written and spoken Somali and English</li> <li>• Team work and strong analytical skills</li> <li>• Excellent communication skills and ability to take minutes and draft reports</li> <li>• Ability to undertake qualitative data analysis and experience in using report writing</li> <li>• Organizational skills with ability to prioritize work &amp; a keen eye for detail</li> <li>• Integrity, honesty and commitment to quality work.</li> </ul>

#### VI: Subsistence Allowance

IOM will liaise with the intern, the donor and IOM's partners to determine an allowance necessary for the intern to be successful in his or her assignment.

#### VII: How to apply

To apply please send your CV (with two professional references including their email and phone number) and a cover letter by email to [midasomvacancy@iom.int](mailto:midasomvacancy@iom.int). PDF format is preferred. Kindly write: **Formal Education (lower secondary) Intern, Ministry of Education and Higher Education, Puntland State of Somalia**, in the subject field of the email when sending the application.

Only shortlisted candidates will be contacted.

**VII: Security and insurance modalities**

The Intern will not be covered by medical, medical evacuation and death-and-disability insurance during his assignment. The Intern MIDA Participant shall provide a medical certificate confirming fitness-to-work to IOM/MIDA SOMALIA prior to the commencement of his assignment.

The Intern is solely responsible for payment of any applicable taxes on the allowances or any other payments received under this Contract. This obligation shall survive the termination or expiration of this Contract.