

EQUEST FOR EXPRESSIONS OF INTEREST (REOI)

COUNTRY: Federal Republic of Somalia (FRS)

NAME OF PROJECT: SOMALIA ENHANCING PUBLIC RESOURCE MANAGEMENT PROJECT (SERP)

PROJECT ID: P177298

Grant No.: IDA-E1360

Project Name: Somalia Enhancing Public Resource Management (SERP)

Project Number: SERP-P177298

Post Title: Public Sector Reform Advisor

Reference No.: SO-MOF-402922 -CS-INDV

Duty Station: Ministry of Labour and Social Affairs, Federal Government of Somalia, Mogadishu

- 1. Background:** The Federal Republic of Somalia has received financing from The World Bank through the Ministry of Finance (MoF) toward the cost of Somalia Enhancing Public Resource Management Project (SERP) and intends to apply part of the proceeds towards the recruitment of Public Sector Reform Advisor for Ministry of Labour and Social Affairs, Federal Government of Somalia (FGS).

The World Bank, through (SERP) is supporting Somalia to improve institutions and service delivery to strengthen the social contract. This is part of a broader effort to build state legitimacy and reduce institutional fragmentation. For Somali citizens to be willing to contribute to public revenues, they must trust in the state's capability to discharge its basic functions and deliver public services. Similar trust is required to boost external funding for essential services and humanitarian support, such as for drought and famine, and to channel these via government institutions and systems. This requires, on the one hand, bolstering the institutional capacity of the state, and on the other hand, addressing fragmentation and strengthening the transparency and accountability in managing public resources.

- 2. OVERALL OBJECTIVES OF THE ASSIGNMENT.** The Senior Advisor for Public Sector Reforms will provide expert advisory support across the Ministry of Labour and Social Affairs (MOLSA), Federal Government of Somalia regarding public sector reforms. The advisor will also offer technical support to ensure these reforms align with key employment sector strategies as outlined in the national development plan.
- 3. Selection Criteria:** Selection shall be based on qualification and experience of the candidate and followed by an interview. The qualification, experience and skills should include:
 - Master's degree in Social Sciences, Public Policy, Economics, Business Administration, Public Administration, or any other relevant field, with a minimum of 7 years of experience in government and the Somalia context with a strong understanding of the PSM environment. Experience with Ministry of Labours and Civil Service Commissions at FGS or FMS is highly desirable.

- Reputable individual with good character, knowledge, skills, and proven capability in Ministry of Labour/Civil Service Commissions in FGS or FMS, and a sound understanding of the public administration legal framework.
- Has a strong understanding of civil service recruitment procedures and regulations.
- Knowledge of Somalia generally and sensitivity to the underlying state of fragility and prevailing adversity.
- Sound understanding of Public Sector Reform Issues, including Civil Service Management.
- Demonstrated ability to lead a multi-disciplinary project management team, build effective working relations with colleagues and clients, and capable of working under pressure with good experience in leadership.
- Proven experience in coordinating, cooperating, and negotiating with high-level government officials, donor partners, and a multitude of local stakeholders.
- Proven record of ethical conduct with high integrity and moral values.
- Trackable and clean record in past experiences.
- Readiness to work in a multicultural environment and respond to tight deadlines on a continual basis.
- Demonstrates openness to change and ability to manage complexities.
- Strong communication skills; strategic and analytical thinking; focus on outcomes.

4. Duration: The MoLSA Public Sector Reform Advisor shall be contracted for an initial one-year period, with the possibility for extension for additional year(s) based on satisfactory performance and availability of funds.

5. Reporting Obligations

The Public Sector Reform Advisor will report directly to MoLSA Director General. Additionally, he/she will work closely with the SERP Project Coordinator at the Ministry of Finance of the FGS and Coordinate with the National Civil Service Commission.

The Ministry of Finance now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services. Interested consultants must provide the following: (i) Curriculum Vitae (CV) with 3 reference persons; (ii) copies of certificates of academic qualifications; and (iii) cover letter indicating that they are qualified to perform the services.

6. SUBMISSION REQUIREMENTS; The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank's *Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November 2017, August 2018, November 2020 and September 2023* ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations.

Interested applicants may obtain further information including a detailed Terms of Reference from the Ministry by requesting via e-mail to the address given below during office hours from 9.00 a.m.– 4.00 p.m. Saturday to Thursday excluding public holidays.

Deadline: Expressions of interest and CV must be delivered to these emails: serpreruitment@mof.gov.so and procurement@molsa.go.so please make sure to copy or Cc, the following email: dg@molsa.gov.so on or before 16:00 hours to the address below by **March 31st, 2024**, with email subject marked clearly as “ **FGS Public Sector Reform Advisor-REF: SO-MOF-402922-CS-INDV.**

Female candidates are encouraged to apply.