



International Organization for Migration (IOM)

The UN Migration Agency

Terms of Reference
Vacancy for Qualified Somali Diaspora:
Technical Advisor, Internal Quality
Ministry of Education and Higher Education, Puntland

I. General Information	
Post/Title	Technical Advisor, Internal Quality
Date of issue	21.10.2020
Duty Station	Garowe
Duration of Assignment	12 months
Deadline for applications	5.11.2020

II. Background Information
<p>About MIDA</p> <p>MIDA, or Migration for Development in Africa, is a programme that seeks to reduce brain drain across Africa after the loss of educated and talented individuals, through the transfer of skills and knowledge. MIDA works with diaspora populations to benefit countries of origin.</p> <p>MIDA FINNSOM Phase II - Health and Education Project is funded by the Government of Finland, 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. The beneficiary institution Bay Regional Hospital will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. Bay Regional Hospital and the Ministry of Health of South-West State & IOM Somalia MIDA staff will monitor the expatriate while on assignment.</p> <p>About Ministry of Education and Higher Education, Puntland</p> <p>Puntland was established in 1998 as an autonomous state in Somalia that autonomously manages its education sector. 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 subsectors are Early Childhood Education (ECE), primary education, secondary education, Alternative Basic Education (ABE), Non-formal Education (NFE), Technical Vocational Education, and Training (TVET) and higher education and two crosscutting thematic areas are Education in Emergencies and child protection. The four education sector priorities as identified in the Education Sector Strategic Plan of 2017 – 2021 are as follows:</p> <ul style="list-style-type: none">• Increase access and equity to education opportunities.

- Improve the quality of education and learning outcomes;
- Enhance efficiency of the education system; and
- 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. Thus, in these terms of reference MOEHE through the support of International Organization for Migration (IOM) is seeking the services of a Formal Technical Education Technical Advisor who will be attached MOEHE's Department of Formal Education. The Formal Secondary Education Technical Advisor is responsible for providing technical leadership and oversight to the design and implementation of activities to improve educational outcomes for primary and secondary school students in Puntland.

III. Activities / Key Results Expected

Contextual information:

The Internal Quality Advisor will ensure MOEHE's quality assurance procedures are followed, maintained and improved to meet the requirements it's Quality Management System (QMS) and the administration related to quality issues are updated and maintained. The job holder will work closely with the Director and the other staff of the QASS Department to help ensure that quality is satisfactorily maintained and ensuring that the Department's activities are managed effectively and maintained to the highest standards and are continuously improved.

- Ensure compliance to relevant standards, quality assurance procedures, and regulations are maintained at the QASS Department, MOEHE, and schools.
- Compile reports and QMS metrics
- Conduct internal quality audits per annual plan ensuring that they are conducted according to the departmental plan.
- Organize and host external audits as required providing support to teams in preparing external assessments and responses
- Assist in the management of the Quality Management System, essentially in reviewing and updating it as necessary
- Manage projects as identified in the strategic plan
- Write, review, improve and update quality documentation reports

IV. Target Outputs (Measurable Results)

To be specified in the workplan of the MIDA expert.

V: MIDA requirements

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

1. **Transfer of skills:** One of the main responsibilities of the Somali diaspora participant, and one which he/she will be measured against, will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution which civil servants will have to benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the Supervisor 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 incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.
4. **Interim and Final Reports:** A progress report will be submitted by the incumbent to the Supervisor and to the MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications

Level of Education:	A Master's degree in Education and at least ten years of relevant experience.
Area of Study:	Education
Years of work experience in what area(s):	10 years with technical and/or operational issues related to education, policy development, curriculum development, teacher professional development and coaching support, and community engagement;
Languages needed:	English and Somali
General Skills / Other Requirements:	<ul style="list-style-type: none">• At least five years of progressively responsible supervisory work experience involving direct leadership of professional and support staff, oversight and evaluation of staff performance, and deliverables and contract management;• Demonstrated success in managing sub-contracts/sub-grants and understanding of international consortiums, local organizations, including NGOs, communities,

	<p>and Community Education Committees (CECs).</p> <ul style="list-style-type: none"> • A strong understanding of monitoring, evaluation and learning; • Experience in managing large scale activities, strategic planning, and implementation of related activities; • Strong writing and communication abilities required;
<p>VI: Monthly Stipend</p>	
<p>The monthly stipend amount will be determined based on Postgraduate degree and years of relevant experience.</p>	
<p>VII: How to apply</p>	
<p>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.</p> <p>Kindly write: Technical Advisor, Formal Education (Grades 1-2) / Ministry of Education and Higher Education, Puntland in the subject field of the email when sending the application.</p> <p>Only shortlisted candidates will be contacted.</p>	
<p>VII: Security and insurance modalities</p>	
<p>Health insurance, including evacuation due to medical emergency, will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically well and apt to work in a hardship area in Africa.</p> <p>Please note that IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.</p> <p>Before leaving the country of residence and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.</p>	