



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference for a Qualified Somali Diaspora

Vacancy: Senior Health and Nutrition Specialist Ministry of Education, Culture and Higher Education, FGS

I. General Information	
Post/Title	Senior Health and Nutrition Specialist
Date of issue	03 August 2020
Duty Station	Mogadishu, Somalia
Duration of Assignment	12 months
Deadline for applications	17 August 2020

II. Background Information
<p>About MIDA</p> <p>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. The MIDA FINNSOM Phase II - Health and Education Project 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.</p> <p>About the Host Institution</p> <p>Somalia is currently striving towards regaining its economic development, social inclusion and state building to ensure an improved sustained quality of life to the current and future generation. From that perspective, the Ministry of Education Culture and Higher Education of Somalia on institutional measures to better enable the role and value of education in empowering Somali citizens and developing its people and the country. The rebuilding of the education system and improving service delivery is of pertinence to the Somali population. The country faces numerous challenges with strengthening the capacities of education institutions and systems to support continued progress to achieving SDG 4 education targets. As the result, the Ministry of Education, Culture and Higher Education of Somalia is currently seeking a Senior Health and Nutrition specialists in schools.</p>

III. Activities / Key Results Expected

The Senior Health and Nutrition Specialist will facilitate a timely and effective health and nutrition responses in schools. The duties of the Senior Health and Nutrition specialist shall include the following:

- Develop, define and maintain updated job description for Health and Nutrition programs for the schools.
- Work with line management and Administration section regarding the planning and recruitment of all key Health and Nutrition staff.
- Closely monitor the progress of works and report to the ministry through monthly reports which include details of work done, difficulties and delays in the work, their causes, the proposed remedial measures and financial status of the works contracts.
- Develop a broad framework to assess the nutrition and health situation in schools.
- Develop performance benchmarks and system of reporting and communication for health and nutrition in schools.
- Work with education partners and relevant government authorities to map and identify gaps in health and nutrition in schools.
- Coordinate and deliver technical nutrition and health training and the necessary back up for schools;

IV. Target Outputs (Measurable Results)

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V: MIDA requirements

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

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 Ministry/institution which civil servants will 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 be implemented in order to achieve the expected outputs of the assignment. This work plan will be shared with the MIDA Project Assistant. The 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 Ministry/ institution to discuss progress of the assignment and feedback on performance.
4. **Interim and Final Reports:** Progress reports 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	
Education:	<ul style="list-style-type: none"> • A Degree in Medicine or Advanced Degree in public health nutrition; Specialization in Public Health Nutrition, with experience involving child nutrition is an asset. • Membership in public health and other professional bodies. • Proficiency in use of basic computer applications such as MS Excel, Word, Power point, • Strong report writing skills;
Years of work experience in what area(s):	<ul style="list-style-type: none"> • Must have at least 5-10 years' experience in implementation/supervision of health and nutrition activities. • At least 5 years' experience as Health and Nutrition activities. • Experience in Health and Nutrition activities within East and Horn of Africa. • Strong understanding of Health and Nutrition in the schools. • Advanced written and spoken Somali and English Language Skills. • Experience working with government and non-governmental authorities to strengthen nutrition surveillance systems. • Experience Coordinating timely, multi-sectoral, government assessment which incorporates all the underlying causes of health and under nutrition in schools;
Languages needed:	English and Somali
General Skills / Other Requirements:	<ul style="list-style-type: none"> • Strong analytical skills with an ability to evaluate and propose strategic options. • Ability to think critically and strategically in difficult conditions to diplomatically challenge the status quo and encourage shared ownership of outcomes. • Commitment to ensuring that knowledge transfer and capacity building is central in the work.

	<ul style="list-style-type: none"> • Excellent interpersonal communication, relationship building and networking skills. • Crises communications experience with the ability to understanding of complexities of political dynamics and to identify best strategy to reach a win-win situation. • Ability to work under pressure and meet tight deadlines in a conflict environment. • Familiar with poor-resource and low-capacity contexts, and experience in a capacity development programmes. • Respect, Integrity, Commitment, Diversity, Stress Tolerance, Excellence and Building Partnerships. • Strong coaching, training, and mentoring skills. • Strong team player, able to develop and maintain effective working relationship within a dynamic team.
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VI: Monthly Stipend

The monthly stipend amount will be determined based on degree and years of relevant experience.

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**. Word format is preferred. Kindly write: **Senior Health and Nutrition/MoECHE** in the subject field of the email when sending the application.

Kindly note that this vacancy is only open to qualified Somali Diaspora Candidates, qualified female applicants are encouraged to apply.

VII: Security and insurance modalities

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.

Please note that IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host Ministry/ institution will be responsible for the security of the individual.

Before leaving the country of residence and upon arrival in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.

