



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference

Vacancy: *Protection Expert*

National Commission for Refugees & IDPs (NCRI)
Federal Government of Somalia

I. General Information	
Post/Title	Protection Expert
Date of issue	08 January 2020
Duty Station	Mogadishu with travel to the Federal Member States
Duration of Assignment	6 months
Deadline for applications	18 January 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.</p> <p>About the National Commission for Refugees and IDPs (NCRI)</p> <p>Somalia remains at the centre of a multi-faceted and complex migration and mobility environment, characterized by internal and external displacement due to conflict and natural disasters, irregular economic migration, and returns. Every year, the thousands of Somalis who make hazardous journeys along regional migration routes are exposed to severe protection risks.</p> <p>While internal migration remains a feature, Somalia is increasingly experiencing returns owing to relative stability and security in parts of the country. Between 2015 and 2017, refugee returns increased significantly with inflows from Kenya and, to lesser extents, Yemen and Djibouti. Somalia has received more than 55,000 forced returns from the Kingdom of Saudi Arabia, over 40,000 individuals from Yemen since the onset of conflict in March 2015 and additional 74,000 from Kenya since 2014. Most of these new arrivals are settling in urban settings including in regions in the south of Somalia, such as Banadir, Kismayo and Baidoa. Returnees face challenges connected to livelihoods, housing and basic services. Consequently, returning migrants face significant challenges in their efforts to re-establish themselves, economically socially and psychologically.</p> <p>With support from the EU-IOM Joint Initiative for Migrant Protection and Reintegration (“The Joint Initiative”) and hosted by the National Commission for Refugees and IDPs (NCRI) the MIDA Protection expert will therefore respond to the needs of the returnees and host communities (communities of return)</p>

through developing and strengthening a strategy for community based reintegration of returnees in Somalia.

III. Activities / Key Results Expected

Strategic Direction:

- Facilitate a desk review of existing laws and policies relating to protection of migrants and returnees; identify key areas for resource investment. Thematic areas may include (but are not limited to) counter trafficking, child protection, medical, legal registration, land rights and participation in governance.
- Assess protection needs and community assets in 3 key areas of return, to identify risks and vulnerabilities, including those related to gender and age; with a specific focus on Somalis returning from abroad. This should be done alongside key permanent NCRI staff, as capacity building support, including production of a summary report.
- Develop a concrete strategy for each of the key areas, in line with the Federal Government of Somalia's National Development Plan, to reduce identified risks, involving and building upon assets within the affected population and strengthening the capacity of returnees and other vulnerable groups in communities of return.
- Identify key focal points in each of the member states, to establish a referral network for vulnerable persons and consolidate referral pathways into the Assisted Voluntary Return and Reintegration (AVRR) framework SOPs developed under the Joint Initiative, with a particular focus on community-based protection. Focal persons should be government personnel who can identify and manage local networks of community leaders and responders, who can provide services to returnees who locate to their localities.
- Stay abreast of inter-agency dialogues and working groups on protection issues, including field-based contacts, to inform and facilitate the continued development of operational guidance and implementing procedures. Contribute to synergies between these platforms and the relevant government task forces at regional and federal level.
- Make field visits when necessary to monitor the protection problems and concerns of vulnerable people and groups (eg exploitation and abuse, including sexual and gender-based violence, separated children, abusive or arbitrary detention, forced involvement in fighting forces, forced relocation etc.) and make recommendations on how to manage protection issues within the community.
- Adapt training material, with support from IOM, to sensitize community-based responders in protection principles, for better identification, response and referral.
- Compile an end of assignment report, to advise NCRI and other relevant line ministries and officials on issues pertaining to protection of returnees and vulnerable communities.

Strategic Partnership:

- Liaise with other agencies/NGOs/government bodies/donors to ensure coordination, implementation of common standards in the field and consideration of protection issues in assistance programs, through facilitation and/or participation in the protection working group and relevant task forces.

- Identify areas for funding to support under-resourced protection, intervention initiatives, particularly for National/ Local NGOs and Community Based Organizations. Recommendations should be included in end of assignment report.
- Ensure capacity support for permanent NCRI staff, through knowledge transfer between NCRI, IOM and other governmental and non-governmental actors in the Somalia protection activities and coordination.
- Ensure that the Protection stakeholder’s strategy and the corresponding plan of action for the protection partners covers all assessed and prioritized protection needs of the migrants and returnees, ensuring proper linkages with disaster risk reduction, relief, migration management and recovery and development efforts. Recommendations should be included in end of assignment report.
- Review and make recommendations on the coordination and integration of cross-cutting issues in the work of the National Protection network, including its working groups, Areas of Responsibility or other subsidiary bodies, included in end of assignment report.
- Review and make recommendations on the Protection partner’s analytical protection reports, including with regard to the trends and patterns of protection risks, for advocacy purposes, included in end of assignment report.
- Review and make recommendations on how information management output supports all stages of operations management, including inter-cluster coordination processes, included in end of assignment report.

• **IV. Target Outputs (Measurable Results)**

- Development of a detailed workplan
- Initial desk review
- Assessment of 3 key areas of return, while providing on the job training of permanent NCRI staff in methodologies. Produce a summary report and concrete strategy for each area of return
- Establish a protection focal point network throughout member states and consolidate newly identified referral pathways into the National framework SOPs on AVRR
- Together with NCRI permanent staff, conduct a minimum of 6 field visits to monitor protection concerns, with a summary report for each visit, making recommendations on actions needed
- Develop/adapt training materials on a minimum of four protection related issues, relevant to the findings of the assessments
- End of assignment report, with recommendations for community-based protection

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

Level of Education and Area of Study:	Advanced University Degree in law, International Relations, humanitarian affairs, social science, human rights, development studies or other relevant field or equivalent education and experience in a related area.
Years of work experience in what area(s):	At least 8 years of progressively responsible professional experience in human rights, social work, crisis/emergency relief or other related area with a minimum of 5-year experience in emergency response or humanitarian relief context (though experience in a development 2 context is also highly regarded)
Languages needed:	Excellent command and fluency in English and Somali required.
General Skills / Other Requirements:	<ul style="list-style-type: none">• Excellent understanding and experienced knowledge on analytical program design and

	<p>development.</p> <ul style="list-style-type: none"> • Strong cross-cultural communication and resilience skills. • Able to work in harsh, unstable and difficult conditions, independently and in a team. • Able to establish and maintain effective working relations with people of different cultural backgrounds. • Demonstrable professional technical expertise in coordination in protection programs. • Excellent advocacy skills particularly in relation to advocating service provision in humanitarian crises. • Demonstrable understanding of international humanitarian response architecture, co-ordination mechanisms, humanitarian reform and action. • Excellent written and verbal communication skills. <p><u>Desirable qualifications and Experience:</u></p> <ul style="list-style-type: none"> • Diverse management experience desirable. • Previous experience working in Somalia on mixed displacement context. • Previous extensive experience on protection programming. • Previous experience working with UN, EU, DFID etc.
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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**. PDF format is preferred. Kindly write: **Protection Expert/NCRI** in the subject field of the email when sending the application.

Only shortlisted candidates will be contacted.

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.