



International Organization for Migration (IOM)
The UN Migration Agency

Terms of Reference

Vacancy: Water Quality Consultant for South West State Ministry of Energy & Water Resources (MOEWR)

I. General Information	
Post/Title	Water Quality Consultant
Date of issue	27 th January 2023
Duty Station	MOEWR Water Quality laboratory, Baidoa, South West State of Somalia
Duration of Assignment	3 months
Level of Assignment	Local Consultant
Deadline for applications	09 th February 2023
II. Background Information	
About MIDA 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.	
About institution South West State lacks comprehensive information for situation of water quality (bacteriological, chemical, and physical) and hygiene condition. While access coverage to safe water is 30% in the entire population in Somalia (JMP report 2013), less than 20% of the total population in South West State, where the majority are rural and nomadic inhabitants, has access to safe water. Lack of safe water and poor hygiene practices are the main factors causing mortality and water related disease that takes lives of many children under-age of 5 years. Quality of water in South West State is generally very poor. According to the water quality analysis done by the South West Ministry of Energy & Water Resources, 95% of the sampled waters from various sources in Baidoa district including boreholes, shallow wells and household storages have been detected fecal contamination. To promote and develop the water quality of country is considered ideally, a special section should be established within the responsibility agency oversee and implement activities related to the surveillance programs required a laboratory network, offices, transport, financial support, and adequate staffing. Therefore, the South West Ministry of Energy & Water Resources (MOEWR) strategy is to strengthen water laboratory with qualified staff, skilled technicians, and standard water quality laboratory instruments with analytical capacity. In order to realize the MOEWR goal to achieve the need to build the capacity of the staff through training, formulate all the requirements activities in a state laboratory analytical capacity in an appropriate methodology for water quality analyses in chemical, bacteriological and physical analysis. IOM received a funding from the African Development bank (AfDB) to implement various activities on behalf of the Federal government of Somalia in Baidoa and Kismayo. The Project has three key components namely: Project Management, Project Infrastructure and Capacity building. The capacity building component entails at capacitating both human and intuitional aspect of the state Ministries of Energy &	

Water Resources, and under this component IOM has purchased and equipped stationary water quality testing and analysis laboratory for the Ministry of Energy and Water Resources of South West State. The lab is aimed at carrying out monitoring and testing of state water sources acting as a central lab for the three regions of South West State of Somalia. Since the laboratory equipping has been executed, the on-job approach-based training of the lab technicians is eminent.

On this background the client is seeking a qualified candidate to help develop water quality monitoring system, provide On-job training approach to the lab staff, and develop systems for monitoring water quality, including standard operational procedures, lab safety, monitoring and surveillance, water quality testing and analysis; the expert will also provide technical support to the Ministry in the planning, development and implementation stages of water quality monitoring and analysis. The Consultant will be based in Baidoa and will report to the MOEWR-Director General and IOM WASH Program Manager.

III. Activities / Key Results Expected

The Consultant is expected to deliver and will be responsible for the following tasks.

1. On-Job Training

Provide knowledge skills transfer by build the capacity of the lab staff through on-job training approach (Monthly report is required for the items below).

- 1.1. Operationalize the water Quality laboratory by certifying and testing the various laboratory instrumentation and testing equipment (Provide testing Report).
- 1.2. Train on how to perform routine physical, bacteriological, and chemical tests in the field and in the laboratory using water sampling and distribution maps to locate services, valves and sample sites including hygiene inspection.
- 1.3. Train on Data interpretation and validation to ensure accuracy and validity of obtained results.
- 1.4. Train on how to maintain accurate and up-to-date records of sampling, tests, findings, procedures, and corrective actions taken according to the SOPs and WASH guidelines.
- 1.5. Train on how to maintain or improve accuracy of analytical procedures.
- 1.6. Train on how to generate a comprehensive water quality report.
- 1.7. Train on how revenue can be generated from the operations to sustain the staffing remuneration and operational cost.

2. Operationalization and guiding documents

The Consultant is required to develop the following lab documents to operationalize the lab,

- 2.1. Develop standard operating procedures (SOPs),
- 2.2. Develop Data collection and reporting templates for all water quality parameters.
- 2.3. Develop laboratory practices procedures (safety aspect included).
- 2.4. Develop water quality local standards (in reference to state water Quality policy and WHO Drinking water Quality guidelines)
- 2.5. Develop billing and invoicing templates.

IV. Target Outputs (Measurable Results)

The consultant will develop a comprehensive report of the training, based on actual training contents and clearly capturing discussions from the participants. The report will also include recommendations (where needed accompanied of tools and formats) on how to institutionalize the acquired knowledge in the respective organizations of the participants. Further, the consultant will develop the required documents pursuant to section III of this TOR.

- Inception Report – (Detailing the training content, workplan, Methodology for training implementation)
- It is expected that the Water Quality Consultant will guide the team by providing technical support in water quality testing and analysis and that the trainees would be able to carry out such tests and analyses on their own after this technical support. (Comprehensive Monthly training report is required)
- It's expected to develop standard operating procedures (SOPs) – (Provide clear and self-explanatory Standard operating procedures of the lab – Approved by MOEWR Technical Advisor)
- It's expected to develop data collection and reporting templates for all water quality parameters. – (Provide data Collection & Reporting templates – Approved by MOEWR Technical Advisor)
- It's expected to develop laboratory practices procedures (safety aspect included). – (Provide and Documents Lab Safety Procedures and mitigation measures – Approved by MOEWR Technical Advisor)
- It's expected to develop water quality local standards (in reference to state water Quality policy and WHO Drinking water Quality guidelines) – (Provide and documents state level water Quality standards)
- It's expected to develop billing and invoicing templates – (Provide and document revenue generation documents).

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 is for the local consultant to acquire continuous and systematic knowledge and skills as related to the assignment. It should be agreed with the beneficiary institution that the local consultant should be assigned to a diaspora expert in order to benefit from their knowledge and skills. There are templates/tools for the local consultant 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 expert during the first week of assignment which will provide clear and time bound activities to successfully achieve the outputs of the assignment. This work plan will be shared with the IOM 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 local consultant and the diaspora expert and the beneficiary institution to discuss the performance of the local consultant.
4. **Interim and Final Reports:** A progress report will be submitted by the local consultant to the diaspora expert and to the IOM Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications	
Level of Education:	At least Bachelor's Degree not less than 6 years proven working experience. Masters in the below field of study is an added advantage
Area of Study:	Water resource management, Environmental Science, Public health, Analytical Chemistry
Years of work experience in what area(s):	More the Six (6) years' proven Experience in the Water Quality and laboratory field.
Languages needed:	English and Somali
General Skills / Other Requirements:	<ul style="list-style-type: none"> ▪ A suitable consultant must have experience in relevant field of water quality testing and a proven track record of water sampling, testing and analysis. ▪ Ultimate knowledge of Standards for Drinking Water Quality and WHO Drinking Water Quality guidelines. ▪ Experience in delivering of training courses, and cognitive practical proven working records. ▪ Proficiency in English language both written and spoken is required. Proficiency of Somali language is an added advantage.
VI: Subsistence Allowance	
IOM will liaise with the local consultant, the donor, and IOM's partners to determine an allowance necessary for the local consultant to be successful in his or her assignment.	
VII: How to apply	
To apply please send your CV (with three professional references including their email and phone number) and a cover letter by email to midasomvacancy@iom.int . PDF format is preferred. Kindly write; Water Quality Consultant for South West Ministry of Energy & Water Resources (MOEWR-SWS) in the subject field of the email when sending the application.	
Only shortlisted candidates will be contacted.	
VII: Security and insurance modalities	
The local MIDA participant will be covered by medical insurance during his assignment provided by IOM during the assignment. The Local MIDA Participant shall provide a medical certificate confirming fitness-to-work to IOM/MIDA SOMALIA prior to the commencement of his assignment.	
Please note that IOM, according to the contract, will not be responsible for the security of the local expert. The host institution will be responsible for the security of the individual.	
The local consultant 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.	