

## **EQUEST FOR EXPRESSIONS OF INTEREST (REOI)**

**COUNTRY:** Federal Republic of Somalia (FRS)

**Project Name:** Somalia Enhancing Public Resource Management (SERP)

**Project Number:** SERP-P177298

**Post Title:** Public Sector Reform Advisor, Hirshabelle

**Duty Station:** Ministry of Labour and Social Affairs, Jowhar, Hirshabelle state of Somalia,

**Reporting To:** Director General, Ministry of Labour and Social Affairs, Hirshabelle

**Duration:** 1 year (with the possibility of extension)

### **1. Background:**

The World Bank, through the Somalia Enhancing Public Resource Management Project (SERP), is supporting Somalia to improve institutions and service delivery, aiming to strengthen the social contract. This initiative is a part of a broader effort to build state legitimacy and reduce institutional fragmentation. For Somali citizens to contribute to public revenues willingly, they must trust the state's capability to perform its basic functions and deliver public services. Similarly, trust is essential for attracting external funding for critical services and humanitarian support, such as for drought and famine, and to channel these funds through government institutions and systems. This requires enhancing the state's institutional capacity and addressing fragmentation while also strengthening transparency and accountability in managing public resources.

SERP will assist Somali governments by focusing on the synergies and interconnectedness between improving domestic revenue mobilization (DRM), public financial management (PFM), and public sector management (PSM). Integrating revenue, expenditure, and service delivery over time will improve formal tax collection, strengthen legitimacy, and diminish the role of non-state actors. This operation consolidates the World Bank's efforts and aims for a consistent reform agenda across the Somali peninsula, tailoring interventions to the specific needs of each government level.

### **2. Objectives of the Job:**

The role of the Public Sector Reform Advisor at Hirshabelle state of Somalia is to provide specialized advisory services to the Ministry of Labour and Social Affairs (MOLSA) in Jowhar. This position is designed to support the implementation of public sector reforms that are tailored to the socio-political and economic context of Hirshabelle, with the following specific objectives:

- To provide strategic guidance and technical support for administrative and public service reforms.
- To assist in aligning public sector reforms with the Hirshabelle state's strategic priorities and development plans.

- To facilitate the adaptation and implementation of federal policies and reforms at the state level, ensuring they meet local needs.

**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:

- a) Master's Degree in Social Sciences, Economics, Public Administration, Business Administration, or related field, with at least 5 years of relevant experience in public sector management, preferably within the context of Somalia or similar settings.
- b) Demonstrated understanding of the governance and public administration challenges at the federal member state level in Somalia.
- c) Experience in policy development, strategic planning, and implementation of public sector reforms.
- d) Strong communication and interpersonal skills, with the ability to engage effectively with a diverse range of stakeholders.
- e) Ability to work independently and in a team, demonstrating leadership and initiative in challenging environments.
- f) Fluency in Somali and English is required.

**4. Duration:** The initial contract will be for a period of one year, with the possibility of extension based on performance, availability of funds and the evolving needs of the project within Hirshabelle State.

**5. Reporting Obligations**

The Public Sector Reform Advisor will report directly to the Director General of the Ministry of Labour and Social Affairs, Hirshabelle state, and will work in close collaboration with both state and federal stakeholders involved in the SERP project to ensure cohesive and effective implementation of public sector reforms.

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.

- 7. Deadline:** Expressions of interest and CV must be delivered to this email [SERP.recruitment@hirshabellemof.so](mailto:SERP.recruitment@hirshabellemof.so) please make sure to copy or Cc, the following emails: [dg@molsa.hs.so](mailto:dg@molsa.hs.so) and [serprecruitment@mof.gov.so](mailto:serprecruitment@mof.gov.so) on or before 16:00 hours by **May 15<sup>th</sup>, 2024**, with email subject marked clearly as “**Hirshabelle Public Sector Reform Advisor-REF: SO-MOF-402924-CS-INDV.**”

**Female candidates are encouraged to apply.**