

Vacancy:
Health Policy and Planning Advisor
Ministry of Health, South West Administration

I. General Information	
Post/Title	Health Policy and Planning Advisor
Date of Issue	1 April 2016
Duty Station	Baidoa/Baraawe
Stream/Band	Stipend commensurate with degree and experience
Duration of Assignment	6 months (subject to possibly extension)
Deadline for Applications	30 April 2016
II. Background Information	
<p>About MIDA FINNSOM Health and Education Project</p> <p>IOM MIDA programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its Migration for Development in Africa (MIDA) programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. MIDA FINNSOM Health and Education Somalia project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similarly to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Somalia, with focus on two sectors, namely health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriate while on assignment.</p> <p>About Baidoa and Baraawe</p> <p>City of Baidoa is located at Southwest Somali in Bay region and currently is a temporary seat for the newly formed Southwest state.</p> <p>City of Baraawe is located also Lower Shabelle region and it is planned to become the capital city of newly formed Southwest State.</p> <p>About South West Administration</p> <p>SWA was formed 2014 in Baidoa. The Administration consists of the following regions: Baay, Bakool and Lower Shabelle. The president was elected there in November 17, 2014. The President has nominated a cabinet. South West State Parliament elected the speaker and two deputies on January 3rd, 2016.</p>	
III. Duties & Responsibilities	
<p><i>Under the overall guidance of MoH, the HPP advisor will be responsible for the following duties and responsibilities:</i></p> <ol style="list-style-type: none"> 1. Advise and provide technical support to MOH on strengthening the sub-national health systems and overall governance capacity to promote health policies 2. Developing strategic health policy priorities: Planning and coordinating the implementation of policy initiatives that support these priorities 	

3.	supplying timely and relevant policy advice to the Minister and Senior Ministry staff
4.	providing feedback to Ministry leadership regarding perspectives on Departmental policies
5.	Engaging bureaus within the Ministry to ensure coordination and integration of policy initiatives with secretarial and Administration objectives
6.	Leading cross- Ministry initiatives and supporting the implementation of Ministry -led policy initiatives
7.	offering policy input into secretarial communications by coordinating Ministry policy input
8.	Synthesizing input and ideas from the county's' top management, the development partners, the private sector, non-profit organizations and the academic community to inform the Ministry 's policy formulation process
9.	Identify and disseminate strategic perspectives on emerging global health issues as well as identifying and analyzing national health issues as prioritized in government national plans (including the Compact);
10.	In close collaboration with the health sector development partners, strengthen the Ministry's planning capacities as well as ability to develop and present policies;
11.	Conduct research on health issues and recommend adequate strategies to reach development in all areas concerned;
12.	The advisor will provide mentoring and training and coaching to key staff members up to a level of competency to be able to competently perform policy advice within the Ministry including identifying staff (as well as selected interns), providing an agreed training plan & setting capacity development goals as well as keeping said staff engaged and motivated.
13.	Design and implement capacity building events to support more coherent and systematic targeting and review of health policies.
14.	Deliver training and in-house capacity building, for mainstreaming consideration of health policies and planning into programmes and strategies of MoH
IV. Target Outputs (Measurable Results)	
To be defined in the workplan of the advisor	
V: MIDA FINNSOM Requirements	
Besides the specific outputs mentioned in section IV, MIDA FINNSOM is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments under this project:	
1.	Transfer of skills: The main responsibility of the qualified Somali expatriate—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 must be developed with the Supervisor during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment.

<p>This work plan will be shared with the IOM Mogadishu MIDA Programme Officer. This work plan will be revised if the contract will be extended.</p>											
<p>3. Monthly and Final Reports: Monthly progress reports will be submitted by the incumbent to the Supervisor and to IOM Mogadishu MIDA Programme Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.</p>											
<p>V: Qualifications</p>											
<table border="1"> <tr> <td>Level of Education:</td> <td>Master's Degree</td> </tr> <tr> <td>Area of Study:</td> <td>Advance degree in health sciences, public health, law degree or M.A in policy and planning</td> </tr> <tr> <td>Years of work experience in what area(s):</td> <td>Required: At least five (5) years of relevant experience</td> </tr> <tr> <td>Languages needed:</td> <td>Excellent oral and written communication skills in English and Somali</td> </tr> <tr> <td>General Skills / Other Requirements:</td> <td> <ol style="list-style-type: none"> 1. Extensive knowledge health policy and planning 2. Proven ability to understand and translate complex conceptual frameworks and evidence into understandable language, including presentations, written documents, and policy relevant Technical Assistance for non-specialists. 3. Extensive knowledge and skills in approaches to strengthening country health policies 4. Proven ability in approaches to capacity building suitable for policy makers, planners and practitioners in public health and related sectors. </td> </tr> </table>		Level of Education:	Master's Degree	Area of Study:	Advance degree in health sciences, public health, law degree or M.A in policy and planning	Years of work experience in what area(s):	Required: At least five (5) years of relevant experience	Languages needed:	Excellent oral and written communication skills in English and Somali	General Skills / Other Requirements:	<ol style="list-style-type: none"> 1. Extensive knowledge health policy and planning 2. Proven ability to understand and translate complex conceptual frameworks and evidence into understandable language, including presentations, written documents, and policy relevant Technical Assistance for non-specialists. 3. Extensive knowledge and skills in approaches to strengthening country health policies 4. Proven ability in approaches to capacity building suitable for policy makers, planners and practitioners in public health and related sectors.
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<p>VI: Monthly Stipend</p>											
<p>The monthly stipend amount will be determined based on degree and years of relevant experience.</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 fit and able 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 or upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.</p>											
<p>VIII: How to Apply</p>											
<p>All applications must be sent to iomhelsinkimida@iom.int with the reference: "Health planning and policy Advisor/Baidoa"</p> <p>As part of the application, applicants must provide a cover letter and CV before the closing date of the vacancy in order for each candidate to be considered.</p> <p>Shortlisted candidates will be informed of the status of their application.</p>											