

Vacancy
Senior Advisor
Interim South West Administration (ISWA)
Terms of Reference

I. General Information	
Post/Title	Senior Adviser
Date of issue	28th March, 2017
Duty Station	Baidoa, Barawe
Stream/Band	Based on MIDA Salary Scale
Duration of Assignment	6 months
Level of Assignment	
Deadline for applications	7th April, 2017
II. Background Information	
<p>About MIDA Sweden</p> <p>The MIDA Sweden is an IOM initiative funded by the Government of Sweden that aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to specific institutions within Somalia. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. MIDA Sweden will monitor the expatriate while in assignment. After carefully looking at the priorities of the Somalia and Somaliland Governments, SIDA-MIDA will target three key sectors, namely: Health, Public Finance Management (PFM), and Justice.</p> <p>About Somalia: Baidoa and Barawe</p> <p>Baidoa is the seat of ISWA at the moment. It is located South Western Somalia and it is 250 km away from Mogadishu the Capital of Somali Federal Government. Baidoa is also the Capital of Baay region of Somalia. Barawe; is the Capital of ISWA and the new administration will in the future move to that city. Barawe however is located 240 km to the South of Mogadishu in the Indian Ocean shores.</p> <p>About Interim South West Administration (ISWA)</p> <p>ISWA is formed last year 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 and now is in the process of election of the ISWA Parliament.</p>	
III. Activities / Key Results Expected	
<p>Contextual information: <i>(e.g., if this is a PFM-related assignment there should be background on the status of PFM in the zone in which the person will be working)</i></p> <p><i>Under the overall guidance of ISWA President, the Senior Adviser will be responsible for the following duties and responsibilities:</i></p> <p>Description of the assignment: The <i>NAME of FOCAL POINT and NAME OF TECHNICAL ORGANIZATION PROVIDING SUPPORT</i> will be</p>	

technically supporting this assignment from Nairobi through interaction with the qualified Somali expatriate and beneficiary institution

IV. Target Outputs (Measurable Results)

1. Advise the ISWA President on issues related to the ISWA Cabinet Capacity building and Strategic Planning
2. Help the ISWA President to hold Parliamentary election, local government at the level of district, regions
3. Advise the ISWA President about the relationship and coordination with the Federal Central Government in order also to ensure that the overall ISWA state-building efforts would be in line with the Chapter 5 of the Somalia Provisional Constitution "Devolution of the powers of State in the Federal Republic of Somalia".
4. Help ISWA President issues related to reconciliation and community outreach in Lower Shabelle, Baay and Bakool.
5. Identify and analyze technical issues or challenges that may face the office of ISWA president and submit recommendations accordingly
6. Identify and establish relations with national and international partners that could provide technical and advisory support to build the technical capacity of the office of ISWA president and the wider government institutions
7. Assist the office of the ISWA president in information-sharing/knowledge management in the areas of capacity building and technical preparedness focusing on transfer of knowledge, experience, and skills
8. Provide other advice and support as may be required by the office of the ISWA president as is to be expected in a dynamic process of governance

V: SIDA-MIDA requirements

Besides the specific outputs mentioned in section IV, SIDA-MIDA is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:

- 1. Transfer of skills:** One of the main responsibilities of the qualified Somali expatriate, 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 institution which civil servants will have to 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 successfully implement the outputs of the assignment. This work plan will be shared with the MIDA Sweden 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 incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.
- 4. Interim and Final Reports:** A progress report will be submitted by the incumbent to the Supervisor and to the SIDA-MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications	
Level of Education:	Master's Degree
Area of Study:	Leadership, Political sciences or equivalents
Years of work experience in areas:	At least fifteen years
Languages needed:	Somali, English and Arabic
General Skills / Other Requirements:	Exceptional writing skills Top organizational skills Proficiency in MS office Knowledge of local dialects Knowledge of local customs
VI: Salary	
<p><i>Under the direction of IOM MIDA and in consultation with the beneficiary institution, it has been determined that the salary level for this position be the following:</i></p> <p><i>salary commensurate with experience and qualifications</i></p> <p>(This will be determined by MIDA Sweden based on qualifications (VI) and level of the assignment (X).</p>	
VII: Security and insurance modalities	
<p><i>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.</i></p> <p><i>Please note that neither IOM nor Swedish Government, according to the contract, will be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.</i></p> <p><i>Before leaving the country of residence and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.</i></p>	

VIII: How to apply

All applications must apply online through the QUESTS-MIDA website.

To start the application process the applications are required to register on account with the QUESTS-MIDA website. Go to www.quests-mida.org login and register as a user, then fill the form and create a password to inter in the application section.

Short listed candidates will be informed of the status of their application. If you encounter any problems when applying visit the FAQs section on the website for more information.