

**Vacancy:**  
**International Organization for Migration**  
**Terms of Reference**

<b>I. General Information</b>	
<b>Post/Title</b>	<b>Strategic Communications Expert</b>
<b>Date of issue</b>	<b>18 July 2017</b>
<b>Duty Station</b>	<b>Mogadishu</b>
<b>Duration of Assignment</b>	<b>6 months</b>
<b>Level of Assignment</b>	<b>Consultant</b>
<b>Deadline for applications</b>	<b>25 July 2017</b>
<b>II. Background Information</b>	
<p><b>About Somalia</b></p> <p>Over the last 20 years, Somalia has suffered intense armed conflict. The country has a complex political and security profile, and is beset by poverty, natural disasters, recurring famine and violent conflict. For the Federal Government of Somalia (FGoS) to fulfil its mandate and meet the expectations of the Somali people, the government must strengthen its public sector institutions capacities at all levels.</p>	
<b>III. Activities / Key Results Expected</b>	
<p><b>Contextual information:</b></p> <p>In 2012, the Federal Government of Somalia (FGoS) identified the issue of disengagement of Al-Shabaab combatants as an area of concern. Together with partners, including the International Organization for Migration (IOM), the FGoS embarked on a process to develop the “National Program on the Treatment and Handling of Disengaged Combatants and Youth at Risk” (National Program). Its objective is to establish a comprehensive process that allows for low-risk ex-fighters from Al-Shabaab to reintegrate in communities and become productive citizens. In spite of the achievements made through sensitizing both disengaged combatants and the public at large about the benefits of community security, peace and reintegration, there are current capacity gaps. IOM’s Disarmament, Demobilization and Reintegration (DDR) Programme, which began in 2013 is an integral part of IOM programs in Somalia and has continued to play a decisive role in the post-conflict landscape.</p> <p>In spite of the achievements made through sensitizing both DDR participants and the public at large about the benefits of community security, peace and reintegration, there are current capacity gaps which are preventing the FGoS from independently managing a holistic reception, rehabilitation and reintegration process. These critical gaps include a lack of understanding and awareness of the National Program by potential defectors and the general public. Thus it has been recognized by both IOM and Government partners that more needs to be done to ensure widespread support and to engage local stakeholders including the Somali public as active participants in the process of disengaging and reintegrating of former fighters.</p>	

The Ministry of Internal Security, with support from IOM's DDR Program, is seeking a professional and experienced Strategic Communications Expert. Under the overall guidance of The Ministry of Internal Security, specifically the Defectors Rehabilitation Program (DRP), the Strategic Communications Expert will be responsible for the following duties and responsibilities:

- Coordinating and managing all strategic communications of the ministry, including IOM's portfolio of strategic communications programs in line with the National Program and Ministry needs.
- Effectively communicate policies and new initiatives to local domestic and international audiences;
- Advising the Minister and Director of the DRP Program on the most effective communication medium;
- Coordinating and supervising press conferences, media briefings and interviews;
- Writing and editing press releases and briefing papers for the Ministry's external exposure;
- Conduct direct interviews with partners and beneficiaries and produce multimedia content;
- Any other duties that may be assigned by the Ministry.

The Strategic Communications Expert, in collaboration with other information and communications officers in the Ministry will support the Ministry of Internal Security's Defectors Rehabilitation Program (DRP) in all internal and external communication needs. He/she will be expected to advise the Director of the Defectors Rehabilitation Program (DRP) on communications and information related activities.

#### IV. Target Outputs (Measurable Results)

- *Conduct an initial gap analysis of current capacity and communication needs in the Ministry of Internal Security's Defectors Rehabilitation Program (DRP) and provide a list of cost-effective recommendations in training, capacity building, and equipment;*
- *Support the design and implementation government communication strategies*
- *Train Government officials on media liaison, outreach activities and channels of communication including video, photography and multimedia;*
- *Mentor communication staff;*
- *Initiate and sustain coordination between all government communication units and professionals to enhance unified messaging and to avoid duplication of effort;*
- *Produces a workplan at the beginning of assignment, quarterly reports and one final report highlighting achievements, challenges and recommendations (see below requirements for more information).*

#### V: Requirements

Besides the specific outputs mentioned in section IV, the following steps/actions are 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 IOM DDR Project Officer. 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 IOM DDR Project Officer. Thereafter a final report will be provided at the end of assignment.

#### V: Qualifications

Level of Education:	University degree.
Area of Study:	Communications, journalism, event management, public relations or other related fields;
Years of work experience in what area(s):	Minimum of 5 years of relevant working experience in developing and implementing strategic communications
Languages needed:	Excellent English writing skills and fluency in spoken Somali and English;
General Skills / Other Requirements:	<ul style="list-style-type: none"> <li>• Experience in managing communications activities, such as an external relations department or office, preferably in the public sector;</li> <li>• Proven experience in communications training.</li> <li>• Strong inter-personal skills and ability to work within and build a team environment, excellent communication and negotiation skills, ability to work effectively and harmoniously within a diverse work environment</li> <li>• Familiarity with Somali context and willingness to travel throughout Somalia, specifically Baidoa and Kismayo ;</li> <li>• Skilled communications trainer and ability to produce quality training materials;</li> <li>• Ability to diplomatically handle sensitive situations and cultivate productive relationships;</li> <li>• Knowledge of multimedia software an asset;</li> </ul>

#### VI: Salary

*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:*

(This will be determined by MIDA based on qualifications (VI) and level of the assignment (X).

#### 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 beneficiary institution will be responsible for the security of the individual.*

*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.*

#### 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](http://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.*