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## **CALL FOR JOB APPLICATION**

<b>Country:</b>	<b>Somalia</b>
<b>Project:</b>	<b>Somalia Capacity Injection Project</b>
<b>Grant No:</b>	<b>P149971</b>
<b>Assignment Title:</b>	<b>Various Positions in Beneficiary Institutions</b>
<b>Type of Appointment:</b>	<b>Regular Civil Service Position</b>
<b>Type of Contract:</b>	<b>Performance Based Contract</b>
<b>Duty Station:</b>	<b>Beneficiary Institutions Offices in Mogadishu</b>
<b>Expected Start Date:</b>	<b>August 2017</b>
<b>Reference No.:</b>	<b>FGS/CIM/Civil Service Recruitment/2017</b>

Under the Somali Compact of September 2013, the Federal Government of Somalia established a Government Flagship Programme to build core public sector capacities. A World Bank Public Sector Capacity Injection Mechanism (CIM) supports this. The below beneficiary institutions are among the core beneficiary institutions for the CIM to strengthen staffing levels and capacity in selected line ministries and central agencies. Central Bank and National Civil Service Commission of the federal government of Somalia invites applications from qualified candidates for the following positions;

Competent candidates will be selected according to the Capacity Injection Mechanism and **Note:** this recruitment strongly supports women's engagement and will support working women through paid maternity leave, plus allowances to support 'secure accommodation', 'secure transport to and from work' and 'child care allowances

**HOW To APPLY:** Confidential applications can be addressed to **Mr. Omar Abdi**, CIM Coordinator, National Civil Service Commission, E-mail [somalia.ncsc.cim02@gmail.com](mailto:somalia.ncsc.cim02@gmail.com) with only a Cover Letter and Curriculum vitae (CV) in WORD .doc or. docx format must be delivered, by 1500 hours of 2<sup>nd</sup>, August, 2017. Applications addressed exclusively to the above email addresses would not be considered

## JOB DESCRIPTION FOR DIRECTOR OF POLICY PLANNING AND RESEARCH

<b>1. Job Title</b>	<b>Director of Policy Planning and Research</b>
<b>2. Department</b>	Policy Planning and Research Department
<b>3. Assignment Location</b>	CBS- Office Mogadishu, Somalia
<b>4. Grade Level</b>	Stream “A” level 2
<b>5. Reporting To</b>	Deputy Governor of the Central Bank
<b>6. Supervisory Responsibility</b>	Policy Planning and research Directorate staff
<b>7. Job Purpose</b>	<p>The aim of this position is to maintain and enhance the organization’s strategic planning and policy analysis capabilities. The position further aims at improving quality management information and reliable data for policy development and evidence-based organizational decision-making.</p> <p>The incumbent is responsible for planning, research and strategy. He/she supervises research and upstream policy analysis and downstream policy and programme implementation, monitoring and evaluation.</p>
<b>8. Duties and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Develops the overall organization’s growth and transformation strategy including its long-term strategic direction to guide systematic, consistent and sustainable development of organization and all its departments and submits to the Senior Management for review;</li> <li>• Coordinates technical inputs from all departments/directorates and works closely with them to develop organization’s costed strategic plan and implementation guidelines, and ensures copies are made available to all departments and directorates;</li> <li>• Coordinates annual budget estimates of departments/directorates and develops organization’s annual budget, and submits to the Senior Management;</li> <li>• Supervises research on various subjects in subject areas relevant to the policy planning and delivery of organization’s mandate;</li> <li>• Develops and ensures implementation of procedures and guidelines to safeguard the quality of research data during production, collation and processing, storage and retrieval, protecting certified statistics of the organization from being tampered with;</li> <li>• Ensures timely compilation and distribution of research data relevant directorates/departments, and</li> </ul>

	<p>to the management team of the organization;</p> <ul style="list-style-type: none"> <li>• Oversees research into organization's business process improvement and facilitation of more efficient policy and research techniques;</li> <li>• Conducts relevant business growth simulations and strategy modeling to determine financial sector growth strategy for the short, medium and long-term;</li> <li>• Develops and implements strategies and operational plans, policies and procedures for the Department of Planning, Research and Strategy;</li> <li>• Translates the CBS strategic plan and policies into implementable programs and projects;</li> <li>• Develops a M&amp;E system for the Central Bank of Somalia including M&amp;E tools and techniques for tracking delivery of organizational and departmental plans and programs;</li> <li>• Monitors the implementation of Central Bank of Somalia strategic plan, policies and programs and submits reports to Management.</li> </ul>
<b>9. Deliverables</b>	<ul style="list-style-type: none"> <li>• Organization's long and short-term strategy, policies, plans and programmes;</li> <li>• Policy papers relevant to organization's mandate;</li> <li>• Established performance and delivery targets of the department;</li> <li>• Policy Research and data management standards</li> <li>• M&amp;E system, strategy and plans;</li> <li>• Operational budget of the department;</li> <li>• Quarterly and Annual performance reports of the department;</li> <li>• Annual staff appraisal reports.</li> </ul>
<b>10. Education</b>	<ul style="list-style-type: none"> <li>• At least Bachelor's Degree from a recognized university in Economics, Statistics, Development/corporate Planning or related field;</li> </ul>
<b>11. Experience</b>	<ul style="list-style-type: none"> <li>• At least 7 years' experience 3 of which must have been in a management position of a public or private sector organization. Knowledge of strategic planning and monitoring and evaluation is a necessary requirement.</li> </ul>
<b>12. Skill Requirements</b>	<ul style="list-style-type: none"> <li>• Written and spoken in Somali and English languages</li> <li>• Knowledge and understanding of Public Communications, Public relations and Marketing guidelines</li> <li>• Computer skills in MS office packages, such as</li> </ul>

	Word, Excel and PowerPoint.
<b>13.Competency Requirements</b>	<ul style="list-style-type: none"> <li>• Broad understanding of the technical issues and ability to keep up to date with new accounting rules and regulations;</li> <li>• Ability to keep up to date with new concepts, techniques, tools and technologies;</li> <li>• Analytical, observational, organizational and networking skills;</li> <li>• Fiscal and monetary policy of Government;</li> <li>• Strategic planning;</li> <li>• Policy/Strategy development;</li> <li>• Policy analysis;</li> <li>• Monitoring and evaluation;</li> <li>• Benchmarking;</li> <li>• Research methods;</li> <li>• Team building;</li> <li>• Change management;</li> <li>• People management;</li> <li>• Report writing and presentation skills;</li> <li>• Ability to communicate effectively;</li> <li>• Ability to see and manage risks and consequences.</li> <li>• Functions effectively in a team of professionals.</li> </ul>