

Special educational needs and disability (SEND) Technical Advisor Re-advertisement

Ministry of Education, Culture and Higher Education Terms of Reference

I. General Information	
Post/Title:	Special educational needs and disability (SEND) Technical Advisor
Date of Issue	05 September 2018
Duty Station	Mogadishu
Duration of Assignment	02/2019 (subject to possible extension)
Deadline for application	23 September 2018
II. Background Information	
<p>About MIDA FINNSOM South Central Somalia Project</p> <p>IOM Migration for Development in Africa (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 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. The MIDA FINNSOM South Central Somalia project is funded by the Government of Finland. Similarly to the MIDA FINNSOM Health projects implemented in Somaliland and Puntland by IOM Helsinki with support from the Finnish Government, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Central Somalia, with focus on two sectors: 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 expatriates while on assignment.</p> <p>About the geographical coverage of the project</p> <p>Initially, the project will support positions in Mogadishu and subject to security, the project aims at extending its support to other regions in South Central Somalia.</p> <p>Education sector context</p> <p>Somalia is characterized by three main administrations namely Somaliland, Puntland and Somali Federal Government, each having their own Ministry of Education, Culture and Higher Education. Each zone is at very different levels of educational development and as a result education activities are based on the differing priorities and agendas. Ministry of Education, Culture & Higher Education consists of two ministries combined – Ministry of Education and Ministry of Culture and Higher Education.</p>	
III. Activities / Key results expected	
<p>Under the overall guidance of Director General of the Ministry of Education, Culture and Higher Education, the expert will be placed to the Department of Schools. The incumbent will be responsible for making the MOECHE an inclusive environment for Special Educational Needs and Provide technical advice and support to Ministry of Education, Culture and</p>	

Higher Education (MoECHE) to establish offer inclusive education for all and this include:

- Conduct preliminary need assessment Special educational needs and disability,
- Reduce barriers for all disabled students.
- Increase the intake on students with disability at MoECHE.
- Create opportunities for disabled student to access higher education.
- Give guidance to lecturers/tutors and manage on the implementation of inclusive education for disabled students as well as creating individual educational plan (IEP) in order to cater for individual needs.
- Supporting and monitoring implementation on inclusive education at MOECHE and SNU, including tracking the progress of students with SEND.
- Making recommendations in order to improve accessibility attainment for all students who have SEND.
- Deliver training to staff and lectures at MoECHE on SEND.
- Create opportunities for lecturers and other management to understand SEND in order to reduce barriers for SEND students.
- Preparing and adapting teaching materials.
- Attending meetings and reviews.
- Liaising with parents, professionals and external agencies.
- Inform and give useful input for the process of revision of the special schools' curriculum;
- Use good practice and lessons learnt to inform national education policy and planning;
- Working as part of a trans-disciplinary team around children, including educators, parents, caregivers, to enhance understanding about the child and their behaviors, and to collaboratively develop, implement and monitor effective personalized learning plans.

IV. Target outputs (Measurable results)

To be specified for the workplan of the TA.

V. IOM-MIDA requirements

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 insure continuous and systematic transfer of knowledge and skills are related to the assignment it will have to be agreed with the beneficiary institutions, which civil servants will have to benefit from this knowledge.
2. **Work plan:** A work plan will have to be developed with the supervisor at the line Ministry during the first week of assignment, which will provide clear and time bound activities to successfully implement the outputs of assignment.
3. **Monthly and final reports:** Monthly progress reports will be submitted by the incumbent to the Supervisor in the Ministry 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.

VI. Qualifications

Level of education:	Master's Degree
Area of study:	Special Needs Education

Years of work experience in that area:	5-10 years
Languages needed:	English and Somali
General skills / other requirements:	<ul style="list-style-type: none"> i. Advanced degree level and above in a related education field. ii. Minimum 5 years' experience in activities concern about special education needs jobs. iii. Development of teaching and learning resource materials iv. Ability to work in cross-cultural environments with partners and other collaborators; v. Problem solving skills working on and providing expert inputs into complex projects in challenging environments; vi. Ability to interpret strategy, to analyze, develop and present work and to monitor and evaluate implementation of programs vii. Knowledge of the education, health and social landscape of the Somalia viii. Strong interpersonal communication and excellent oral communication and writing skills with strong attention to detail; ix. Ability to work effectively with a broad range of partners and in a team environment; x. High degree of judgment, maturity and originality; xi. Willingness and availability to travel.
VII. Monthly stipend	
The monthly stipend amount will be determined by criteria set by IOM MIDA FINNSOM project based on degree and years of relevant experience.	

VIII. How to apply

All applications must be sent to iomhelsinkimida@iom.int, with the following reference as subject in your e-mail "APPLICATION", and above reference number and title.

To be considered, applicants must provide a cover letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Please save your documents in PDF format. Only shortlisted candidates will be contacted.

While this project is geared toward the Somali-Finnish diaspora, we also welcome members of other Somali diaspora communities to apply.

IX. Security and insurance modalities

Health insurance including evacuation due to medical emergence 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 according to the contract, IOM will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institutions 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 orientation.