

INTERNATIONAL PAYROLL EXPERT FOR THE SECURITY SECTOR AND PUBLIC FINANCE SUPPORT TO SOMALIA

The Nordic International Support Foundation (NIS) is looking for an international short-term consultant to support the World Bank team providing analytical and advisory services to the Federal Government of Somalia with a focus on the security sector and public finance.

Background

Somalia's first ever security and justice public expenditure review (SJPER) was recently completed. In response to a request from the Federal Government of Somalia (FGS) in late 2013, the Bank in collaboration with the UN, initiated a Security and Justice Public Expenditure Review (SJPER), which was finalized in January 2017. During the duration of the SJPER, the Bank team engaged closely with the FGS and the emerging Federal Member States (FMS) including several high-level consultations with the FGS Cabinet as well as donors in various fora (New York, London, Nairobi, and Mogadishu).

A major finding emerging from the SJPER is the significance of linking ongoing security sector public financial management (PFM) reform efforts to 'whole-of-government PFM reforms' as an important priority. The World Bank is already playing a leading role in PFM reform through operations led by the Governance GP. These include the PFM and Recurrent Cost and Reform Finance projects, which include support to the reform of the civil service payroll.

The international community in Somalia has a renewed cohesion on security cooperation through the formation during 2016 of an "S6" coordination group of the major donors (US, UK, UAE, Turkey and EU with the UN). These coordination arrangements then in partnership with the FGS became the Comprehensive Approach to Security (CAS) which is the major platform for technical and strategic consultation and planning in the sector.

The donors and the FGS have requested that that the World Bank stay engaged on this work given the added-value thus far on a range of critical challenges for which the FGS will need the World Bank's competency and expertise, within its mandate. These challenges, – sustainability, pensions, demobilization and reintegration, and public financial management reform are outlined below. The World Bank will continue to play an important role in this sector, albeit a modest and technical one, providing upstream advisory support to the Ministry of Finance.

Both the FGS and development partners have expressed interest in having the SJPER sustainability projections continue to be used to inform sector policy discussions. The importance of sustainability modelling and PFM reform was reiterated at a recent Workshop on Somalia's National Security Architecture. A significant expansion in police numbers is now envisaged, as part of inter-governmental discussion regarding a new 'security architecture'. There is an expectation among security sector stakeholders that the World Bank will provide support to the MoF work out the projected costs of the security architecture (using the SJPER costing/ sustainability model).

Recent security sector PFM reform initiatives, though at an early stage, are fundamental to addressing both sustainability and structural reform challenges, as well as essential for the IMF Staff Monitored Program. Ongoing work on the security payroll is of central importance. There is also an important reform agenda around establishing systems for operating expenditures. These payment systems, including procurement policies and processes, will become increasingly important as the volume of funds and number of transactions in the sector increases.

Greater Government – International Community coordination in support of this complex reform agenda will be essential to its success. The CAS provides an important framework that allows all parties to engage with the security dialogue in a collective and coherent manner. Ensuring that Somalia is able to achieve an affordable, acceptable, appropriate and able security sector is central to state-building, both at an

institutional level, and how the population views the role of their security forces in delivering human security and economic development. Somali authorities (FGS and FMS) and their international partners have much to gain from improving partnership arrangements within a mutual accountability framework.

For the complex reasons outlined above, the World Bank is launching a second phase of work that will be more advisory in nature (as opposed to simply undertaking analytics and data collection). The work will consist of just-in time advisory support to the FGS Ministry of Finance and comprise two main components: (i) Macro-fiscal knowledge work, and; (ii) Public administration systems reform knowledge work. The primary partner for this work will be the FGS Ministry of Finance.

Role and responsibilities of the Expert

A short-term international consultancy will be recruited to support the FGS Ministry of Finance ongoing payroll reform effort through: (i) review the existing Pilot approach to registration of security personnel; (ii) advise on the ways in which the team could strengthen the approach; (iii); (iv) support the Ministry of Finance team's engagement in the coordination group; (v) advise on how the reform could bring stipends support increasingly 'on system'; (vi) advice government on the requirements and expectations from the security sector donor community on PFM safeguards needed for greater use of country system.

Hence, the objective of this consultancy will be to provide expert advisory support to the ongoing FGS-led security sector registration exercise. The specific tasks of the consultancy will be as follows:

- (i) Review the existing Pilot approach to registration of security sector personnel for integration into SFMIS and payment to bank accounts;
- (ii) Advise on the ways in which the team could strengthen the approach, with an emphasis on the 'scalability' of the reform, with particular reference to more geographically disbursed personnel outside Mogadishu;
- (iii) Provide feedback to the Ministry of Finance team on how the reform effort could contribute to bringing donor financing of stipends increasingly 'on-system', and;
- (iv) Subject to agreement with the, present to Ministry of Finance providing security sector stipends support on the ongoing reform process.

Deliverables

The consultant will be responsible for the following deliverables:

- i. An initial outline work plan, following initial discussion and agreement with the FGS Ministry of Finance team leading the payroll reform effort;
- ii. A written report to the FGS Ministry of Finance setting out the consultant's findings and recommendations with respect to activities (i) to (vi) above;
- iii. A short summary PowerPoint presentation of the main findings from the report.

Reporting Relationships

The international Payroll consultant will liaise on a day-to-day basis with the FGS Ministry of Finance team responsible for leading on the security sector payroll reform effort, including on guiding/agreeing a detailed work program.

The consultant will ultimately report to the WB lead of the work-stream, Governance GP, based in Nairobi. S/he will also receive guidance from time-to-time from the co-lead, GSURR, based in Washington DC.

Duty station and Duration of Assignment

This assignment will consist of approximately 26 days of work over a period of 6 months, with possibility of extension. The Expert will work mainly from his/her office, with a few missions to Nairobi and Mogadishu. Start date as soon as possible.

Skills and Experience Required

- At least fifteen years professional experience in public sector advisory work
- Under-graduate and Masters degrees in a relevant field (economics, public administration, accounting, business);
- Proven oral and writing communication skills in English;
- Knowledge of Somalia;
- Knowledge of international institutions including the UN system and the World Bank;
- Knowledge of public policy including security and criminal justice institutions.

How to Apply

The Expert will be contracted by the Nordic International Support Foundation –NIS (www.nis-foundation.org). All applications must be submitted via our dedicated online system, which may be accessed at the following address:

<https://app.smartsheet.com/b/form/fb6fd30faa3c402c862814c2087f790a>

The deadline for submitting applications is 22 August 2018 at 4pm EAT. Please note that applications submitted in other formats will not be considered by NIS. Only shortlisted candidates will be contacted.