Vacancy:
Leadership and Governance Advisor
Ministry of Health,South West Administration (ISWA)

I. General Information	

Post/Title	Leadership and Governance Advisor
Date of Issue	12 April 2016
Duty Station	Baidoa/Baraawe
Stream/Band	Stipend commensurate with degree and experience
Duration of Assignment	6 months (subject to possibly extension)
Deadline for Applications	30 April 2016

II. Background Information

About MIDA FINNSOM Health and Education Project

IOM 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 Migration for Development in Africa (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. MIDA FINNSOM Health and Education Somalia project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similarly to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Somalia, with focus on two sectors, namely 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 expatriate while on assignment.

About Baidoa and Baraawe
City of Baidoa is located at Southwest Somali in Bay region and currently is a temporary seat for the newly formed Southwest state.
City of Baraawe is located also Lower Shabelle region and it is planned to become the capital city of newly formed newly formed Southwest State.

About South West Administration (SWA)
SWA was formed 2014 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 South West State Parliament elected the speaker and two deputies on January 3rd, 2016.

III. Duties & Responsibilities

Under the direct supervision of MOH, the incumbent is responsible for, but not necessarily limited to, the following assigned duties:
1. Support the MOH in the design, implementation, monitoring and evaluation of plans for the progressive realization of Universal Access to Health and Universal Health Coverage;
2. Provide technical advice to MOH and other stakeholders in the development of joint agreements, project, proposals and/or strengthening of mechanisms for social participation, dialogue and

accountability in the formulation and implementation of national health policies, strategies, plans and/or programs;

3. Build capacity in the evaluation of policies, plans, programs and development projects that have an impact on health

4. Support MOH in the development, organization and implementation of health reform processes by providing expert guidance in policy development and implementation to improve access and equity in health, ensuring coordination with other international development agencies and financing institutions; working in Somalia

5. Provide technical support to strengthen the leadership capacity of health authorities in defining the health related components of public social protection policies and social programs that promote Universal Access to Health and Universal Health Coverage;

6. Build capacities in policy dialogue and coordination with the international donor community, promoting alignment of international cooperation initiatives in global health (i.e. GAVI, the Global Fund to fight HIV, Tuberculosis and Malaria etc.) with the objectives stated in national policies, plans and strategies;

7. Facilitate the documentation and communication of country experiences and inter-country collaboration in health governance, policy and leadership;

IV. Target Outputs (Measurable Results)

To be defined in the workplan of the advisor

V: MIDA FINNSOM Requirements

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

1. **Transfer of skills:** The main responsibility of the qualified Somali expatriate—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 must be developed with the Supervisor during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the IOM Mogadishu MIDA Programme Officer. This work plan will be revised if the contract will be extended.

3. **Monthly and Final Reports:** Monthly progress reports will be submitted by the incumbent to the Supervisor 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.

V: Qualifications

Level of Education:	Master's Degree
Area of Study:	University degree in Medicine and Master's Degree in Public Health, Law Degree
Years of work experience in what area(s):	Required: At least nine (9) years of relevant experience
Languages needed:	Excellent oral and written communication skills in English and Somali
General Skills / Other Requirements:	• Expert knowledge in the design, implementation, monitoring and evaluation of health policies, plans and programs; establishment and management of participatory mechanisms for policy dialogue and intersectorial coordination in health; development, implementation, monitoring and evaluation of interventions to strengthen health governance and leadership to address the social determinants of health. • Knowledge and skills in the formulation of technical cooperation interventions and in the development of criteria for evaluating program interventions and evaluations with emphasis on health care services. • Managerial skills for the development, implementation, and analysis of technical cooperation programs and activities, including budget programming and control. • Expertise in formulating project proposals for external financing. • Expertise in strategic thinking and management, political and stakeholder analysis, social participation, communication, negotiation methods, leadership development, change management and health systems performance.

VI: Monthly Stipend

The monthly stipend amount will be determined based on degree and years of relevant experience.

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 fit and able 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 or upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.

VIII: How to Apply

All applications must be sent to iomhelsinkimida@iom.int with the reference: "Leadership and Governance Advisor/Baidoa"

As part of the application, applicants must provide a cover letter and CV before the closing date of the vacancy in order for each candidate to be considered.

Shortlisted candidates will be informed of the status of their application.

Updated on 26 June 2015