



CALL FOR JOB APPLICATION

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

Under the Somali Compact of September 2013, the Federal Government of Somalia established a Government Flagship Programmed 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. Presidency 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 and please make sure to copy cc, OOP Chief of Staff at e-mail: Cos@presidency.gov.so with only a Cover Letter and Curriculum vitae (CV) in WORD .doc format must be delivered by 1500 hours of 27th October, 2017.

1. JOB DESCRIPTION FOR THE DIRECTOR OF POLICY AND DELIVERY ACCOUNTABILITY

1. Job Title	Director of Policy, Strategy, and Delivery Accountability
2. Department	Policy, Strategy and Delivery Accountability
3. Assignment Location	Mogadishu, Office of the President
4. Grade Level	Stream A, Level 2, Step 1
5. Reporting To	Deputy of Chief of Planning
6. Supervisory Responsibility	The Director, Planning will be directly responsible for the supervision of Heads of Sections of the department
7. Job Purpose	The Director, Planning is the functional Head of the Department. He/ she is responsible for the overall technical, administrative and management of the Department. The incumbent is civil servant career appointed through a competitive process and is responsible for providing leadership and vision for achieving goals of the Department, and the OoP as a whole. He/ She shall be responsible for providing technical and professional support to the Deputy Chief of Planning
8. Objectives of the Job	<ul style="list-style-type: none"> ● To maintain and enhance OoP's strategic planning and policy analysis capabilities ● To improve quality management information and reliable data for policy development and evidence-based OoP decision-making. ● To flow up and deliver all major decisions and policies of the President to government agencies. ● To guide and supervise the research team of the OoP ● To plan, research and strategize the cooperation between the Federal Government of Somalia and Federal Member States
9. Duties and Responsibilities	<p>The duties and responsibilities of the Director, Planning be to:</p> <ul style="list-style-type: none"> ● Coordinate technical inputs from all departments and working closely with them to develop organization's strategic plan and

	<p>implementation guidelines, and ensuring copies are made available to all departments</p> <ul style="list-style-type: none"> ● Coordinate and supervise follow up and delivery team of the Oop ● Supervise the research team of Oop on various subjects in subject areas relevant to the policy planning and delivery of OoP's mandate ● Develop and ensuring 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 OoP from being tampered with ● Ensure timely compilation and distribution of research data relevant to create strategic vision of OoP by getting inputs from other departments
10. Deliverables	<p>The Director of Planning will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> ● OoP's long and short-term strategy, policies, plans and programmes ● Policy papers relevant to OoP's mandate ● Established performance and delivery targets of Directorate ● Policy Research and data management standards ● Efficient Delivery Tracking and Follow-up system in place ● Operational budget of the department ● Quarterly and Annual performance reports of the department ● Annual staff appraisal reports
11. Education	<ul style="list-style-type: none"> ● A minimum of a first degree in social sciences and related discipline from a recognized University or equivalent professional qualification ● A Master's Degree in Social Sciences and related discipline will be an advantage
12. Experience	<p>Five years' experience, three (3) of which must</p>

	have been at the senior management level
13. Skills Mix Requirements	<ul style="list-style-type: none"> ● Governance ● Change management ● Leadership and development ● Problem-solving techniques ● Blend of analytical, observational, organizational and networking skills ● Strategic planning and benchmarking ● Project management ● Performance measurement ● Team building and management ● Monitoring and evaluation ● ICT skills ● Report writing ● Excellent oral and written English and Somali languages
14: Competency Requirements	<ul style="list-style-type: none"> ● Gives objective advice based on sound analysis ● Focuses on outcomes ● Gives purpose and direction ● Thinks strategically ● Involves people in decision-making ● Communicates effectively ● Demonstrates commitment to organization/ corporate decisions ● Displays an intelligent awareness of the political environment ● Prepares plans with clear short and long term objectives ● Functions effectively in a team of professionals