

JAMHUURIYADDA FEDERAALKA SOOMAALIYA

Dowlad Goboleedka Hershabelle

Wasaaradda Arimaha Gudaha,

Iyo Dowladaha hoose



Federal Republic of Somalia

Hershabelle State of Somalia

Ministry of Interior, & Local Government

جمهورية الصومال الفدرالية
دولة هيرشبيلي
وزارة الداخلية، والحكومات المحلية

Terms of Reference

Terms of Reference for Strengthen the capacity of the district Department of Social Affairs Consultant at MoILG

1. PREAMBLE

UN-Habitat's EU BREACH will provide a bridge to improve resilience and climate change adaptation in Jawhar. By exploring and analyzing the important trends, extent of vulnerability, assessing the functionality of the settlements and the livability of the settlements, a vision for managing fast urbanizing and transforming cities and their surroundings (in the following labelled as City-Regions) will be provided including strategies for city extension, urban regeneration and transformation that will ultimately contribute to resilience and climate change adaptation. In addition to their strategic location within the Somalia urban system and rapid increase in population, Jawhar has been selected to implement the EU-BREACH because of the following reasons:

2. UN-Habitat has developed partnerships with the city, regional, and national governments and has implemented a workable approach (through previous Actions, e.g., the JPLG) that addresses institutional urban planning and municipal functions to allow the local government finance service delivery across the city.
3. UN-Habitat has developed relationships with the host communities, CSOs and development and humanitarian partners that will build synergies with other ongoing initiatives avoiding overlaps.
4. City, regional, and national governments have prioritized displacement issues and are committed to addressing durable solutions initiatives in these cities and adjoining areas.

Moreover, Jawhar has availability of land and has demonstrated commitment to guarantee security of land tenure for displacement affected, and poor and marginalized communities.

2. BACKGROUND

The adverse changes in weather conditions have triggered a new wave of displacement of large sections of people throughout Somalia. The Jowhar region is exposed to high risk of regular flooding in times of high-water discharges from adjacent rivers and bursting and after torrential rains. This comes as result of poorly maintained river embankment, irrigation scheme and rainwater management due to conflict, instability, and lack of a functioning government. Flooding affects not only urban areas with high numbers of displaced people who settled at the periphery of the city, but also cuts people off from roads and other critical infrastructure like market access. It destroys farmland and livelihood. At the same time, IDP settlements

have emerged close to the river and structures of the previous large-scale irrigation scheme, increasing the overall risk of communities for livelihood, health, and tenure security.

The combination of internal displacement and refugee returns is accelerating the urbanization trends in Somalia from rural to a predominantly urbanized country. IDPs and vulnerable returnees tend to populate existing, congested settlements or establish temporary sites in urban and peri-urban areas seeking safety and assistance. The growing number of internally displaced people seeking a secure livelihood, safe and potable water, tenure security and housing, and social services in cities posing enormous challenges in creating urban livelihood opportunities, providing safety, access to basic services, justice and securing housing, land, and property rights. Moreover, the larger case load of displacement so far has been absorbed by only a few major centres, such as Mogadishu and Jawhar, benefitting from employment opportunities, availability of aid and improved security, placing enormous strain on the national and local governments capacity to effectively provide for this population. The continuation of these trends' risks worsening dynamics of conflicts and pressure over resources. In the current context, to manage the rapid urbanization and harness the expected benefits, planning and intervening within a city-region integrated spatial socio-economic development framework is critical in supporting durable solution to displacement. Moreover, such an approach further ensures more balanced patterns of urbanization and triggers regional economic development and improved security and access.

Within the framework of EU-BREACH, UN-Habitat aims to partner with MoILG through this agreement of cooperation. The cooperation is to build the role of the MoILG and Jawhar Local Government in climate change, adaptation and resilience in Jawhar city-region. This will involve close collaboration and engagement with the Hirshabelle Refugees and IDPs Agency, the Ministry of Public Works, Reconstruction, and Housing (MoPWRH), and the Ministry of Environment and Climate Change (MoEC). During implementation, MoILG will work with these institutions to ensure that the project incorporates their relevant experience. MoILG will collaborate with MoPWRH on data collection, development of IDP profiles, and creation of resettlement strategies and city-region profiles. Meanwhile, climate change resilience plans for IDPs and the district will be developed in conjunction with MoEC. Furthermore, the program will emphasize stakeholder ownership, as this project is multi-stakeholder in nature. By employing a strategy that promotes inclusivity, the project aims to facilitate smooth and effective implementation. With this project implemented, it is anticipated that MoILG and Jawhar Local Government will be able to steer local efforts and interventions addressing the issues of displacement affecting communities.

3. OVERALL OBJECTIVE

The overall objective of this exercise is to build the role of the MoILG and Jawhar Local Government, through spatial and socioeconomic planning, capacity building and setting up appropriate mechanisms to coordinate various actors. Exploring investment opportunities through detailed development reports available for presentation to a large audience shall unlock the potential of the displacement affected communities in Jawhar and its region.

The specific objectives

1. Strengthen the operational and institutional capacity of the District Department of Social Affairs.
2. Revise and update the ToR for key roles within the department to reflect current needs and strategic priorities.
3. Develop and/or revise SOPs to enhance the efficiency and effectiveness of delivery service.
4. Identify and address other gaps that impede the department's functions.

RESPONSIBILITIES

Under the supervision of the Director General and the Technical Coordinator, the consultant assesses the district's department of social affairs. In particular, the consultant is tasked to:

1. Conduct a situational analysis of the District Department of Social Affairs to identify capacity gaps, operational challenges, and areas needing improvement.
2. Review the existing structure of the district and ToRs for key staff positions of the department of social affairs and propose revisions aligned with current and emerging needs.
3. Assess the department's existing SOPs if they exist; if they don't exist develop SOPs to the department that is tailored to the needs and functions of the Jowhar district.
4. Conduct an internal consultation with staff of the district and present the structure, ToRs, and SOPs to collect their feedback and contributions.
5. Provide recommendations on additional frameworks, tools, or strategies that can enhance institutional performance.
6. Facilitate a validation workshop to present findings and gather feedback from stakeholders.
7. Provide training to key staff on implementing updated ToR, SOPs, and other recommendations.

Deliverables:

1. Inception Report, including a work plan and methodology.
2. ToRs for key roles within the department.
3. SOPs of the department with practical guidance for implementation.
4. Situational Analysis Report detailing capacity gaps and challenges.
5. Facilitate internal consultations, validation workshop and training for key staff of the department.

COMPETENCIES

1. Professionalism:

- Knowledge and understanding of basic theories, concepts and approaches relevant to local governance, displacement and urbanization.
- Have conceptual analytical and evaluative skills to conduct independent research and analysis,
- Familiar with various research sources, including electronic sources on the internet, intranet and other databases.
- An ability to conduct, process and apply spatial- and socio-economic data and reflect critically on their usage for production of analytical maps and planning proposals.
- Have spatial sense and ability to think strategically.
- Able to manage assigned work in a professional manner, e.g. structured, forward-looking, in time.
- Shows pride in work and in achievements; and persistence when faced with difficult problems or challenges.
- Service oriented and loyal to employer.

2. Communication:

- Speaks and writes clearly and effectively.
- Listen to others, correctly interpret messages from others and responds appropriately.

- I can adjust my communication style to various situations, for example presentation, planning discussion, inter-ministerial working group.
- Demonstrates openness in sharing information and keeping people informed.

3. Teamwork:

- Works collaboratively with colleagues to achieve organizational goals.
- Willing to learn from others.
- Places team agenda before personal agenda.
- Supports and acts in accordance with decisions, even when such decisions may not entirely reflect their own position.
- Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

4. Planning & Organizing:

- Develops clear goals that are consistent with agreed strategies and workplan.
- Identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for time contingencies; adjusts plans and actions as necessary; uses time efficiently.
- Report in time when challenges occur that hamper accomplishment of assigned tasks; foreseeing risks and allowing for contingencies when preparing work plans and project timelines.
- Maintain a close collaboration to project partners (service-oriented) and UN-Habitat.

QUALIFICATIONS

- Advanced degree in social sciences, public administration, or a related field.
- Proven experience in institutional strengthening, capacity building, and organizational development.
- Demonstrated expertise in developing ToRs and SOPs.
- Strong facilitation, analytical, and report-writing skills.
- Knowledge of local governance structures and social service delivery in the region is an advantage.

Language

Strong written and oral skills in both Somali and English are a requirement.

Eligibility

Internal candidates with the required qualification and experience are highly encouraged to apply.

Timeline:

The assignment is expected to be completed within 30 days from the signing of the contract.

How to apply

Interested and qualified consultant(s) should submit their CV properly to the email: procurement.moilg@gmail.com and copies Dg@moi.hs.so with the e-mail subject line clearly marked; **“Strengthen the capacity of the district Department of Social Affairs Consultant”**
The deadline for submission of applications is 15th of December 2024 @ 5 PM (East Africa Time).