

Vacancy:
Gender Advisor
Ministry of Health, Interim South West Administration (ISWA)
Re-advertisement

I. General Information	
Post/Title	Gender Advisor
Date of Issue	20.12. 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	26.1 2017
II. Background Information	
<p>About MIDA FINNSOM South Central Somalia 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 South Central 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 Central 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.</p> <p>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.</p> <p>About Interim South West Administration (ISWA) ISWA 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. South West State Parliament elected the speaker and two deputies on January 3rd, 2016.</p>	
III. Duties & Responsibilities	
<p>The Expert will provide support and technical assistance to the Gender Unit of the Ministry in formulating, reviewing and dissemination of the South West State Gender Policy, Gender Mainstreaming and Affirmative Action Regulatory Frameworks. Under the overall guidance of the designated supervisor, the expert will be responsible for the following functions, subject to the approval of the Ministries of Health:</p>	

1. Collaborate with the Ministry and IOM MIDA team in identifying priority short and medium-term needs that can be addressed during project duration;
2. Based on the needs identified, define relevant positions and draft terms of references for submission to IOM;
3. Analyse available materials on gender mainstreaming and assist in its revision, formulate a vision, mission and set of realistic, measurable and observable implementation goals for the Ministry;
4. Support project staff of the Ministry of Health and other government ministries on gender integration in health programming;
5. Provide on-site technical assistance and capacity strengthening in gender programming;
6. Support the Ministry in awareness and mobilization campaigns to support equal access to health for vulnerable populations, particularly for women and children;
7. Set up regulations for gender mainstreaming across South West State Ministry and provide training on the principles of equity and equal access to health for all Ministry personnel;
8. Conduct a mapping activity of all gender supported interventions by donor and implementing partners across South West State and indicate regional/district areas that are neglected and identify bottlenecks;
9. Any other tasks as assigned by the supervisor.

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 preferable, BA acceptable
Area of Study:	Advance degree in health sciences, public health, social sciences
Years of work experience in what area(s):	Required: At least five (5) years of relevant experience
Languages needed:	Excellent oral and written communication skills in English and Somali
General Skills / Other Requirements:	Advanced analytical abilities and communication skills, knowledge of health development strategies, including women and children health, IT skills, good writing skills in English

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: "Gender 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.