



JAMHUURIYADDA FEDERAALKA SOOMAALIYA
WASAARADDA AMNIGA GUDAHA DFS.

Ujeeddo: labo jago oo banaan.

Waxaa wasaraadda Amniga Gudaha JFS waxay halkaan idiinkugu soo gudbinaayaa labo jago ama boos oo ah sida hoos hu xusan:

- 1- La Taliye Sare Taliyaha Ciidanka Boliiska Soomaaliyeed (Senior Advisor to Police Commissioner)
- 2- Maamulaha Qorsheynta Mashruucyada (Planning Project Manager PPM).

Hadaba dadka daneynaayo in ay dokumentiyadooda soo gudbiyaan waxay kusoo diri karaan (liban@mois.gov.so)

FG: Xayeysiintaan waxa ay socon doontaa muddo toban cisho ah laga bilaabo 22 August 2016 ilaa 29 August 2016.

Faahfaahinta iyo shuruudaha labadaan shaqo waa sida hoos ku qoran.

TERMS OF REFERENCE	
Post title	Senior advisor to SPF Commissioner
Status	Full time, civil servant appointment or Senior Police Officer
Organization unit	SPF Commissioner's Office
Name of Supervisor	SPF Commissioner.
Estimated duration	Up to 31st Dec 2016
Duty station	SPF HQ

I. Organizational Context/Background
<p>1. The Federal Government of Somalia (FGS) has approved the priorities for policing Somalia proposed by the Minister of National Security (MINS) in his Strategic Action Plan for Policing 2013 – 2017 (SAP). The SAP aims to deliver a unified, capable, accountable and rights-based Somali police service, providing basic safety and security for its citizens. As such the SAP pursues strategic goal PSG2 of the New Deal for Somalia set out in the 2013 Somali Compact, as well as the broader aims set out in the provisional Federal Constitution and the President's Six Pillar Plan.</p> <p>The Somali Police Force (SPF) is responsible for delivering the SAP, in collaboration</p>

with the other security sector providers and in conjunction with the justice system. It must also make its own organizational plans, including the Commissioners Implementation Plan to ensure that all resources are effectively and efficiently used and that agreed priorities are pursued.

II. Purpose

The Senior Advisor leads the effort on behalf of the Commissioner to develop, implement and monitor his policing priorities.

III. Job Specification

There are three main aspects to the role.

1. On behalf of the Commissioner lead the development, coordination , monitoring and Implementation of his internal policing plans and responsibilities
2. On behalf of the Commissioner lead on the development, delivery, co-ordination and monitoring of his responsibilities in relation to SAP and other external plans
3. Prepare the quarterly coordination meeting for the Federal Police Commissioner and the Regional state commissioners.

The details of the tasks are:

1. Lead the development, coordination, monitoring and Implementation of SPF Commissioner's internal policing plans and responsibilities: This would include that on behalf of the Commissioner, leading the development of strategic plans including the SAP (2013-17), Commissioners Implementation Plan, supporting and coordinating strategic, operational and HQ functions, continual monitoring of progress against Plans and in consultation, as necessary, with other stakeholders. This will include supporting donor co-ordination through the PWG and leading on the Task Groups. It requires an understanding of change management and entails identifying and bringing forward timely proposals to develop the Plan in the light of evaluation, evidence based research and new developments.
2. Lead on the development, delivery, co-ordination and monitoring of SPF Commissioner's responsibilities in relation to SAP and other external plans. This would entail that the understanding of SPF deliverables and responsibilities as set out in the Constitution and high level documents in particular the SAP and other strategic plans whilst consulting with MoNS, other Security and Justice agencies, donors as well as civil society, relevant stakeholders and SPF operational and HQ functions to ensure that the best possible advice is provided.
3. Prepare the quarterly coordination meeting for the Federal Police Commissioner and the Regional state commissioners in the area of the New-policing Model to ensure that it is adapted through a consultative process.

IV. Reporting

The Senior Advisor will report to the SPF Commissioner.

V. Deliverables

Responsible for :

- Leading and reporting on all aspects of SPF priorities within SAP to the International community, Commissioner's Implementation Plan and other strategic plans
- SPF Consultation Planning with International community and others
- Preparing and delivering new Police and Procedure documents to the

Commissioner for approval and providing to the International community

- Preparing monthly and quarterly reports to be submitted to office of SPF Commissioner and UNDP.
- Preparing research papers, reports and presentations at the request of the SPF Commissioner or UN to be presented at various national and international forums.
- Providing all information about support given to the SPF by any international partner.
- Organise regular meetings between the Federal level police commissioner and the police commissioners of the member states.

VII. Person Specification: Qualifications and Competencies

The successful candidate will be a person of impeccable integrity, with real vision and commitment to improving the Somalia Police Force. In addition:

I. Academic Qualifications:

- University degree and 15+ years of relevant work experience, or
- Advanced Professional Qualification and 12+ years of relevant experience

II. Proven Experience:

- Proven and substantial professional experience in policy development, strategic level or project management
- Experience in stakeholder consultation, implementation and monitoring of plans,
- Experience as senior level Team Leader/Manager
- Experience or understanding of Government and Security Institutions in Somalia

III. Competencies:

- Leadership and team-building
- Communication skills –oral and written
- Analytical skills /Problem Solving
- IT - in particular MS Word, MS Excel, Project Management packages and Power Point

IV. Language requirements:

- Fluent in written and spoken Somali and English

TERMS OF REFERENCE

Post title	Planning Project Manager (PPM)
Status	Full time Civil Service appointment
Organization unit	SPF Commissioner's Office
Supervisor	SPF Commissioner.
Estimated duration	Up to 31st Dec 2016
Duty station	SPF HQ

I. Organizational Context/Background

1. The Federal Government of Somalia (FGS) has approved the priorities for policing Somalia proposed by the Minister of National Security (MINS) in his Strategic Action Plan for Policing 2013 – 2017 (SAP). The SAP aims to deliver a unified, capable, accountable and rights-based Somali police service, providing basic safety and security for its citizens. As such the SAP pursues strategic goal PSG2 of the New Deal for Somalia set out in the 2013 Somali Compact, as well as the broader aims set out in the provisional Federal Constitution and the President's Six Pillar Plan.
2. The Somali Police Force (SPF) is responsible for delivering the SAP, in collaboration with the other security sector providers and in conjunction with the justice system. It must also make its own organizational plans, including the Commissioners Implementation Plan to ensure that all resources are effectively and efficiently used and that agreed priorities are pursued.

II. Purpose

The PPM develops and supports all SPF planning, implementation and management processes and establishes Project Planning Office functionality within the office of the SPF Commissioner.

III. Job Specification

There are three main aspects to the role.

To:

1. Support all aspects of the SPF internal and external planning processes within the SPF Commissioner's Office by leading on specific projects/programmes and providing planning and programme management expertise
2. Developing and implementing Administration and operation capacities within the SPF
3. Provide logistical arrangements for the quarterly coordination meeting for the Federal Police Commissioner and the Regional state commissioners.

The specific details of the assignment are:

1. Support all aspects of the SPF internal and external planning processes (within the SPF Commissioner's Office) by leading on specific projects/programmes and providing planning and programme management expertise. This would entail providing specific programme /project management expertise to the planning, development, implementation of external and internal strategic plans. It will involve developing and leading on specific projects and programmes, supporting and coordinating SPT operational and HQ functions planning inputs, continual monitoring of progress against Plans and in consultation, as necessary, with other stakeholders.
2. Developing and implementing Administration and operation capacities within the SPF : this

would entail leading on the establishment of administration and operation capacities, including where relevant project planning and management tools and processes to enable the Commissioner introduce project and programme management and accountability procedures Force wide. This will include data gathering, analysis, co-ordination internally and with donors.

3. Provide logistical arrangements for the quarterly coordination meeting for the Federal Police Commissioner and the Regional state commissioners. This would include identifying the venue for the meeting; prepare the background papers and meeting schedule in consultation with the senior advisor to the SPF Commissioner and the Security Sector Accountability and Oversight Specialist at the MoIS. All meetings must have detailed meeting minutes and workshop reports must be shared with the PPCC and Police Working Group.

IV. Reporting

The PPM will reporting to the SPF Commissioner and coordinate closely on a daily basis with the Senior Advisor of the SPF Commissioner.

V. Deliverables

Responsible for :

- Input to external and internal Plans
- Development /lead on identified Projects and Programmes
- Data Management/Analysis to be shared with international community
- Set the agenda of PWG and Task Group Agendas/Reports/Recommendations and minutes
- Reporting to International community on outcomes of all plans
- Report monthly at PWG on progress of SPT
- Preparing monthly and quarterly reports which should be submitted to office Head of Unit and UNDP.
- Preparing research papers, reports and presentations for the SPF Commissioner and UN too be presented at the PWG and other national and international forums.
- Organise quarterly coordination meetings for the Federal Government SP Commissioner and the regional state commissioners and also ensure full documentation of the proceedings of the meetings.

VII. Person Specification: Qualifications and Competencies

The successful candidate will be a person of impeccable integrity, with real vision and commitment to improving the Somalia Police Force. In addition:

I. Academic Qualifications:

- University degree and 10+ years of relevant work experience, or
- Advanced Professional Qualification and 8+ years of relevant experience

II. Proven Experience:

- Professional experience in planning or project management roles.

- Experience in policy development, data gathering and implementation and monitoring of plans
- Experience or understanding of Government and Security Institutions in Somalia
- Experience of leading and managing teams

III. Competencies:

- Communication skills –oral and written
- Analytical skills /Problem Solving
- High proficiency with computer packages, in particular MS Word, MS Excel, Project packages and Power Point.
- Ability to lead and work in a Team

IV. Language requirements:

- Fluent in written and spoken Somali and English

THE END.