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**CALL FOR JOB APPLICATION**

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

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 institution is among the core beneficiary institutions of the CIM to strengthen staffing levels and capacity in selected line ministries and central agencies. The Ministry of Agriculture and Irrigation 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 guidelines.

**Note:** this recruitment strongly supports women 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 should be addressed to **Mr. Omar Abdi**, CIM Coordinator, National Civil Service Commission, E-mail [somalia.ncsc.cim02@gmail.com](mailto:somalia.ncsc.cim02@gmail.com) and please make sure to copy MOA Permanent Secretary at email: [mali@moa.gov.so](mailto:mali@moa.gov.so) with only a Cover Letter and Curriculum vitae (CV) in WORD .doc format. This must be delivered by 1500 hours on 17<sup>th</sup> September 2017.

## JOB DESCRIPTION FOR THE DIRECTOR OF IRRIGATION DEPARTMENT

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| <b>1. Job Title</b>                   | Director of Irrigation   |
| <b>2. Department</b>                  | Irrigation and Meteorology   |
| <b>3. Assignment Location</b>         | Mogadishu Ministry of Agriculture and Irrigation   |
| <b>4. Grade Level</b>                 | Stream A, Level 2, Step 1  |
| <b>5. Reporting To</b>                | The Director General, Ministry of Agriculture and Irrigation   |
| <b>6. Supervisory Responsibility</b>  | The Director, Irrigation will be directly responsible for the supervision of Heads of Sections of the department   |
| <b>7. Job Purpose</b>                 | The Director, Irrigation is the functional Head of the Department. He/ she are responsible for the overall technical, administrative and financial management of the Department. The incumbent is a career senior civil servant appointed through a competitive process and is responsible for providing leadership and vision for achieving goals of the Department. He/ She shall be responsible for providing technical and professional support to the Director General  |
| <b>8. Objectives of the Job</b>       | <ul style="list-style-type: none"> <li>• Ensuring agricultural productivity in the short-and-long-term through Irrigation, Water and land resources management practices</li> <li>• Promote Irrigation development and Management for sustainable and reliable National food security</li> <li>• Provide effective leadership, enabling the department to improve performance of its functions and achieve set results</li> <li>• Provide accurate and timely reporting on progress of implementation of Irrigation policies, strategies and programs</li> </ul>   |
| <b>9. Duties and Responsibilities</b> | <p>The functions of Director of Irrigation will be:</p> <ul style="list-style-type: none"> <li>• Ensuring adequate provision of Irrigation, land and water in sustainable agriculture development and coordinating with Irrigation agencies/partners</li> <li>• Managing the technical, engineering and mechanization of water resource management and irrigation into agricultural production and Food security</li> <li>• Provides assistance to regional states in developing policies, programmes, best practices and tools in the fields of irrigation and drainage, soil conservation, drought mitigation, land tenure, water allocation and improvement of land management</li> <li>• Promote Integrated land and water management to preserve and enhance productive capacity of cropland land in different topographical zones</li> <li>• Promote River basin management and flood control</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• To maintain the ability of aquifers to serve the requirements of irrigation farms and other related productive activities</li> <li>• Extending irrigation areas through better management of water and the Development of additional supplies</li> <li>• Promote and works closely with local communities to ensure productive and efficient use of Irrigation , land and water resources in order to meet present and future agriculture demands while ensuring the conservation of the environmental resources</li> <li>• In liaison with the Agro Meteorology and Food Security Department , promote modern irrigation technology and the use of agro-meteorological data in to crop water requirement</li> <li>• Providing technical and administrative support and any necessary backstopping for effective management of both the project and the entire irrigation sector</li> <li>• Formulate and review national irrigation policy and strategy in collaboration with the Federal Member states and other relevant stakeholders</li> <li>• Preparation of Master plan for development of the different river basin for the optimum utilization of Irrigation, land and water resources management</li> <li>• Collaborate and liaise with other agencies involved in irrigation and Meteorology at local, regional and international levels</li> <li>• Develop and support operation and maintenance of irrigation infrastructure</li> <li>• Capacity building, coordinate technology and research development for the irrigation sector</li> <li>• Resource mobilization and financing of the Irrigation sector</li> <li>• Develop Irrigation Master Plan and conduct studies on irrigation</li> <li>• To reverse land and environmental degradation</li> <li>• To coordinate the preparation and implementation of department five - year strategic plan and forecasts</li> <li>• To coordinate the preparation of annual plans and budgets for the department</li> <li>• To coordinate the policy planning, analysis, formulation and delivery and tracking for the department</li> <li>• To ensure that policy decisions and other measures</li> </ul> |
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|                                | <p>of the department are implemented efficiently and effectively</p> <ul style="list-style-type: none"> <li>• To coordinate the preparation and implementation of monitoring and evaluation policies, procedures and tools for the department</li> <li>• To coordinate the preparation of annual financial estimates in consultation with the heads of sections</li> <li>• To coordinate the management of staff performance and contracts in the department</li> <li>• Preparation and implementation of harmonized annual work plans in collaboration with heads of sections</li> <li>• Coordinating the preparation of monthly, quarterly and annual progress reports</li> <li>• Provide advisory services to all other interrelated department on crop production and marketing strategies, food and nutrition, food security</li> <li>• In liaison with the agro meteorology food security department, he/she provide advisory services on the horticulture surveillance system in the country</li> <li>• Ensure measures are in place to incorporate the youth in all horticultural activities</li> <li>• In liaison with the Irrigation department, propose strategies for holding horticultural shows across the country (to strengthen capacity building and enhance food sustainability in the country)</li> <li>• Working in close liaison with the Research section and the meteorology and food security department, collaborate and borrow best practice from around the region and close monitoring of change in climate in the country</li> <li>•</li> </ul> |
| <p><b>10. Deliverables</b></p> | <p>The Director of Irrigation will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> <li>• Irrigation programs and work plans</li> <li>• Strategic plans for the department</li> <li>• Strategic management and overall administration of the department</li> <li>• Report on support to the MOAI on irrigation matters</li> <li>• Monitoring and evaluation report on the implementation of MOAI decisions</li> <li>• Issue progress reports on the implementation of department decisions/resolutions</li> <li>• Improved department documentation and records management system</li> </ul>  |

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|                                    | <ul style="list-style-type: none"> <li>• Monthly, quarterly and annual progress reports</li> </ul>  |
| <b>11. Education</b>               | <ul style="list-style-type: none"> <li>• A minimum of a first degree in Agriculture or related discipline from a recognized University or equivalent professional qualification</li> <li>• A Master's degree in Integrated Water Resources Management discipline will be an added advantage</li> </ul>  |
| <b>12. Experience</b>              | Five years' experience, Three (3) of which must have been at the senior management level in the public service  |
| <b>13. Skills Mix Requirements</b> | <ul style="list-style-type: none"> <li>• Governance</li> <li>• Change management</li> <li>• Leadership and development</li> <li>• Software and Models on water resources management</li> <li>• GIS and Remote Sensing Application skills</li> <li>• Problem-solving techniques</li> <li>• Blend of analytical, observational, organizational and networking skills</li> <li>• Strategic planning and benchmarking</li> <li>• Project management</li> <li>• Performance measurement</li> <li>• Team building and management</li> <li>• Monitoring and evaluation</li> <li>• ICT skills</li> <li>• Report writing</li> <li>• Excellent oral and written English and Somali languages</li> </ul> |
| <b>14: Competency Requirements</b> | <ul style="list-style-type: none"> <li>• Gives objective advice based on sound analysis</li> <li>• Focuses on outcomes</li> <li>• Gives purpose and direction</li> <li>• Thinks strategically</li> <li>• Involves people in decision-making</li> <li>• Communicates effectively</li> <li>• Demonstrates commitment to organization/ corporate decisions</li> <li>• Displays an intelligent awareness of the political environment</li> <li>• Prepares plans with clear short and long term objectives</li> <li>• Functions effectively in a team of professionals</li> </ul>  |