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**CALL FOR JOB APPLICATION**

<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 HEAD SECTION OF HORTICULTURE

<b>1. Job Title</b>	Head of Horticulture Section
<b>2. Department</b>	Crop Production, Research and Extension
<b>3. Assignment Location</b>	Mogadishu Ministry of Agriculture and Irrigation (MoAI)
<b>4. Grade Level</b>	Stream A, Level 3, Step 1
<b>5. Reporting To</b>	The Director Department of Crop Production, Research and Extension, Ministry of Agriculture and Irrigation
<b>6. Supervisory Responsibility</b>	The Head of Horticulture section will be directly responsible for the horticultural matters by developing and preparing all the matters on horticulture section under the department of the crop production for achievement and successfully of the department's activities and its mandate
<b>7. Job Purpose</b>	The Head of Horticulture section will be responsible for giving the overall advice on technical, administrative and financial management of the section. 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 section. He/ She shall be responsible for providing technical and professional advice support to the department and in general to the Ministry.
<b>8. Objectives of the Job</b>	<ul style="list-style-type: none"> <li>• Skill and knowledge transferred to ministry of agriculture staff through continuous on-job training.</li> <li>• Provide effective leadership, enabling the department to improve performance of its functions and achieve set results</li> <li>• Established horizontal and vertical functional linkages with various institutions involved in the area of land, irrigation and Water resources management ;</li> <li>• Assisted in the identification of Research gaps and prioritization of irrigation projects</li> <li>• Developed 5 years of strategic plan of the irrigation department</li> <li>• Develop Irrigation master plan</li> <li>• Ensuring agricultural productivity in the short-and-long-term through land and water irrigation management practices</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 the Head of Horticulture Section will be:</p> <ul style="list-style-type: none"> <li>• Establishes and maintains high horticultural standards and practices; providing direction, guidance training and motivation for the horticultural staff</li> </ul>

	<ul style="list-style-type: none"> <li>• Manages and supports overall horticulture section and strategies for all horticulture development and other related activities</li> <li>• Promote the use of horticultural modern technology to improve the production and quality of fruits and vegetables</li> <li>• Establishes and oversees a systematic horticultural policy, including direction and formulation of the horticulture collection policy and strategies</li> <li>• Responsible for the operational section budgets, budget monitoring, strategic planning, and any horticultural projects as needed</li> <li>• Assist strategic management and overall administration of the section under the direction of the Director</li> <li>• Collaborates with the Director and other section heads in the crop production department to prepare the strategic plans and projects of the department</li> <li>• Works closely with the Director to identify opportunities and challenges of the section for improvement</li> <li>• Develop and prepare the annual work plan of the section and any other additional materials as needed, and Advice on the preparation and implementation of harmonized annual work plans of the section</li> <li>• Advice for coordination the policy planning, analysis, formulation and delivery and tracking for the section of horticulture</li> <li>• To ensure that policy decisions and other measures of the section are implemented efficiently and effectively</li> <li>• Advice and assist the coordinating the preparation of monthly, quarterly and annual progress reports</li> </ul>
<b>10. Deliverables</b>	<p>The Head of Horticulture Section will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> <li>• Programs and work plans of the Horticulture section</li> <li>• Strategic plan of the Horticulture section</li> <li>• Report on support to the Crop Production Department of the Ministry of Agriculture and Irrigation on Horticulture matters</li> <li>• documentation and records management system of the horticulture section</li> <li>• Monthly, quarterly and annual progress reports</li> </ul>
<b>11. Education</b>	<ul style="list-style-type: none"> <li>• A minimum of a Bachelor degree in Agriculture,</li> </ul>

	<p>Horticulture or related discipline from a recognized University or equivalent professional qualification</p> <ul style="list-style-type: none"> <li>• A Master Degree in Horticulture science will be an added advantage</li> </ul>
<b>12. Experience</b>	Minimum of four years' experience as a professional horticulturalist
<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>• 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> <li>• Water conflict management skills</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>