



CALL FOR JOB APPLICATION

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

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 and please make sure to copy MOA Permanent Secretary at email: 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 17th September 2017.

JOB DESCRIPTION FOR THE HEAD OF SOIL AND LAND MANAGEMENT

1. Job Title	Head of Land Management
2. Department	Irrigation
3. Assignment Location	Mogadishu, Ministry of Agriculture and Irrigation
4. Grade Level	Stream A, Level 3, Step 1
5. Reporting To	The Director of Irrigation Department- Ministry of Agriculture and Irrigation
6. Supervisory Responsibility	The Head section of Soil and Land Management will be directly responsible for the supervision of employees in the Section of the Department
7. Job Purpose	The Head Section of Soil and Land Management is the functional Head of the Section. He/ She is responsible for the overall 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 Ministry. He/ She shall be responsible for providing technical and professional support to the Director.
8. Objectives of the Job	<ul style="list-style-type: none"> • Ensuring agricultural productivity in the short-and-long-term through soil and land management practices • Provide effective leadership, enabling the Section to improve performance of her functions and achieve set results • Provide accurate and timely reporting on progress of implementation of soil and land irrigation policies, strategies and programmes
9. Duties and Responsibilities	<p>The duties and responsibilities of the Head of Soil and Land Management section will be:</p> <ul style="list-style-type: none"> • Rolling out and monitoring the appropriate farm nutrients including mulching, composting, cover / nitrogen-fixing crops, green manure, restricted chemical fertilizers and chemical management • Leading the soil and water conservation activities including terraces, contour bunds, broad beds and furrows, semi-circular bunds, trash lines, diversion ditches and cut-off drains, retention ditches, pitting, trenches, tied ridges, grass strips, irrigation, roof catchment, ground surfaces and rocks, irregular surfaces, tanks, ponds, dams, wells and boreholes, ecological sanitation, etc. • Coordinating the agronomic land practices including crop rotation, intercropping, green manure, contour, strip cropping, relay cropping and use of improved crop varieties • Implementing agro-forestry activities including planting

	trees amongst crops, trees and livestock, trees, crops and livestock, trees and insects, trees and water animals, woodlots, boundary planting and dispersed inter-planting
10. Deliverables	<p>The Head of Soil and Land Management will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> • Soil and Land Management strategy and work plans • Comprehensive programme on soil conservation activities • Sound programme on agronomic land practices • All-encompassing yearly plan for tree planting • Strategic management and overall administration of the Section • Report on support to the MOAI • Progress reports on the implementation of Section decisions/resolutions
11. Education	<ul style="list-style-type: none"> • A minimum of a first degree in Agriculture, Land and Water or related discipline from a recognized university or equivalent professional qualification • A Master's degree in Soil and Land Resources Management will be an added advantage
12. Experience	Four years' experience, two (2) of which must have been at the senior management level in the public service
13. Skills Mix Requirements	<ul style="list-style-type: none"> • Governance • Change management • Leadership and development • Problem-solving techniques • Blend of analytical, observational, organisational and networking skills • Strategic planning and benchmarking • Project management • Performance measurement • Team building and management • Monitoring and evaluation • ICT skills • Report writing • Excellent oral and written English and Somali languages
14: Competency Requirements	<ul style="list-style-type: none"> • Gives objective advice based on sound analysis • Focuses on outcomes • Gives purpose and direction • Thinks strategically • Involves people in decision-making • Communicates effectively • Demonstrates commitment to organisation/ corporate decisions

	<ul style="list-style-type: none">• Displays an intelligent awareness of the political environment• Prepares plans with clear short and long term objectives• Functions effectively in a team of professionals
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