

**Vacancy Announcement**

**Director General**

**Ministry of Fisheries and Marine Resources**

**Grade: 8**

**Reporting to: Minister of Fisheries and Marine Resources**

**Salary: $1200**

**Location: Adaado-Somalia.**

**Date of issued: 30 October, 2017**

**Closing date: 20 November, 2017**

The Civil Service Commission is established to oversee the proper functioning of the Civil Service of the Galmudug State and to ensure that the Civil Service is efficient and effective in serving the community, affordable within state budget resources, and based on merit and equality of opportunity.

The Civil Service Commission is currently recruiting to fill the position of Director General to direct and coordinate the activities of the Ministry and set policy. This is a great opportunity for the right person to progress their career with the Civil Service and provide leadership in establishing this important Ministry for the benefit of the people of Galmadug State of Somalia (GSS).

**Purpose**

The Director General will support the Ministry in developing policies to ensure resources development and sustainability and promote responsible fishing practices through good governance whilst contributing to poverty reduction wealth creation in GSS.

He / She will support all the technical work in formulation, review and implementation of State policies, plans, strategies, regulations and standards and enforce laws, regulations and standards along the value chain of fisheries. He will also promote fishing and protect sea/water livings within the jurisdiction of Galmudug.

The Director General is required to build a culture of professionalism, respect and integrity to ensure a positive working environment, acknowledging the responsibilities of Ministers and supporting managers to make evidence-based decisions. The Director General is also responsible for ensuring that management decisions are free from nepotism, patronage and that are seen to be based on merit. He / she is expected to act truthfully, fairly and in the public interest in addition to creating and maintaining stakeholder confidence through leadership which fosters and promotes ethical, decision making is a key element of this position.

**Duties and Responsibilities**

The Director General (Fisheries and Marine Resources) is the technical lead person of the Ministry of Fisheries and Marine Resources, with portfolio oversight, including but not limited to the following responsibilities:

* Overall management of the Ministry, including Human Resources, Finance and Budgeting, Revenue Collection, Legislative Compliance and Public Health.
* Establishing and implementing government policies, strategies and programs related to administration, good governance, and its implementation.
* Keeping the Minister and Deputy Minister informed of policy implementation and advising the Minister and Deputy Minister on all questions of policy which are within the scope of the Ministry’s responsibility.
* Managing the performance of Ministry staff, in accordance with the Civil Service Act and Regulations, and ensuring the effective and efficient operation of the Ministry.
* Monitoring and executing the Ministry budget and that of the institutions under supervision of the Minister/Deputy Minister.
* Deliver high quality, innovative, value for money policies and services.
* Create strong partnerships and good collaboration across all sectors to optimise departmental performance.
* Develop a workforce and leadership practices that build a constructive culture with a focus on performance, capability building and personal accountability and nurturing of leadership potential.
* Establish sustainable systems to collect, process, maintain and disseminate statistics and information
* Provide technical support in developing and promoting collaborative mechanisms nationally, regionally and internationally on issues pertaining to the sector

Develop policies that will determine how the marine resources of the country will be shared between the Federal Government of Somali (FGS) and the State government.

* Participate in technical discussions in formulating policies to protect the maritime resources and enhance service delivery to the fishing communities in Galmudug maritime borders.
* Formulate policies and provide to the Minister on environmental conservation with regard to marine life and protect the fishery sector.
* **Carry out any other tasks or assignments within this technical area as requested by theMinister.**

**Qualifications and Experience**

* Bachelor Degree in Fisheries or Marine Technology, Marine Law, is required but in Business Administration, Public Administration, Supply Chain Management, Economics, Management Science, or relevant academic field. Having Master Degree in above fields is desirable.
* Have at least five (5) years relevant professional experience, two (2) years of which should have been in a leadership position or at a top management level in the Public Service or Private Sector.
* Strong leadership skills with proven experience of managing and motivating a diverse team.
* Proven experience in fisheries and marine management and in developing strategic and business planning at a high level.
* Demonstrable experience of effective internal and external communication skills and political sensitivity.

**Knowledge**

* A full understanding of the Fisheries and Marine Resources systems and processes in GSS.
* Strong understanding of government financial management and measures of performance.
* Sound knowledge of international standards of management practice.
* Having done previous work in Somalia related to fisheries and marine is desirable

**Competences**

* Possesses high level political, analytical, policy and management skills.
* The ability to provide leadership, direction and motivation to the Ministry of Fisheries & Marine Resources.
* Excellent interpersonal and facilitation skills, including the ability to effectively work with and support the members of a team and work collegiately in partnership with a wide range of stakeholders.
* High standards of ethical behavior and integrity.
* Ability to identify, analyses and solve complex issues.
* Excellent written and verbal communication in English and Somali language

**HOW TO APPLY:**

**Please download Application Form:**

Interested candidates who meet the criteria are encouraged to fill the form and send to [recruitment.cscgmstate.so@gmail.com](mailto:recruitment.cscgmstate.so@gmail.com), and please make sure to copy or Cc, the following email: [csc.galmudug@gmail.com](mailto:csc.galmudug@gmail.com). CVs and Application Letter will not be considered, **kindly indicate the position title and Ministry on the subject line when you applying**. **Female Candidates are strongly encouraged.**

The selection process will begin as soon as possible after the closing date. Selected candidates will be invited to written Exam and an interview.