

Vacancy:
Human Resources for Health Advisor
Ministry of Health and Human Services

I. General Information	
Post/Title	Human Resources for Health Advisor
Date of Issue	7 April 2016
Duty Station	Mogadishu
Stream/Band	Stipend commensurate with degree and experience
Duration of Assignment	6 months (subject to possibly extension)
Deadline for Applications	27 April 2016
II. Background Information	
<p>About MIDA FINNSOM South Central Somalia Project</p> <p>IOM MIDA programmes focus on strengthening the institutional capacities of African States through a structured framework of mobilization of resources involving countries of destination, countries of origin and diasporas. In Somalia, through its Migration for Development in Africa (MIDA) programme, IOM has been helping the Somali Government since 2008 to strengthen the capacity of Somali institutions so that they can be more effective in responding to the needs of Somali people. MIDA FINNSOM South Central Somalia project is funded by the Government of Finland that has funded also the MIDA FINNSOM Health projects in Somaliland and Puntland. Similarly to the MIDA FINNSOM Health projects, this project aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to public institutions in South Central Somalia, with focus on two sectors, namely health and education. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. The IOM Mogadishu MIDA staff will monitor the expatriate while on assignment.</p> <p>About the geographical coverage of the project</p> <p>Initially, the project will support positions in Mogadishu and subject to security, the project aims at extending its support to other regions in South Central Somalia.</p> <p>About Ministry of Health and Human Services</p> <p>In order to tackle this challenging situation in the health sector, the Ministry of Health and Human Services of the Federal Republic of Somalia is redefining its mission of developing a policy framework and reorganizing its management structure. The overall objective of Ministry of Health and Human Services is to establish an enabling environment where it can deliver its key functions through capacity development and institutional strengthening. However, the Ministry is grappling with a range of challenges including lack of resources and qualified staff.</p>	
III. Duties & Responsibilities	
<p>Under the direct supervision of MOH the incumbent is responsible for, but not necessarily limited to, the following duties:</p> <ol style="list-style-type: none"> 1. Advise and collaborate in the development of HRH policies, plans and interventions coherent with and supportive of the national policies on health systems and services in the framework of the universal 	

<p>access in health and universal health coverage, the renewal of primary health care, the development of integrated networks of services and the family and community health approach;</p> <ol style="list-style-type: none"> 2. Strengthen national capacities in the development, implementation and evaluation of human resources for health (HRH) policies, and plans and promote adequate legal and regulatory frameworks; 3. Develop partnerships, promote, facilitate and provide orientations and technical expertise for the establishment of effective mechanisms of communication and coordination between the national health authority and other sectors of government activity, such as Finance, Education, Planning and Labor, in constructing the viability and sustainability of human resources policies and plans; 4. Promote, facilitate and provide technical orientations for the development of effective strategies and instances to involve the relevant stakeholders, such as professional associations, academic institutions and their associations, health workers unions, organizations of civil society and the private sector, in the elaboration of policy and regulatory frameworks and plans, and ensure their contribution and commitment with the implementation; 5. Provide technical expertise in the development of health human resources core data and information systems at country level, , the production of analysis and policy briefs and the identification of knowledge gaps, amenable to organizational and evaluative research; 6. Contribute to the identification of priorities and to the strengthening of a capacity for HRH research linked at the national, sub-regional and regional levels; 7. Advise and support the development of learning policies and plans and the design of training interventions and continuing education programs for the in-service health workforce; promote a better alignment between pre-service education in health sciences, public health and health technicians with the profiles and competencies required by the health system and population health needs, with special consideration to gender aspects and to rural and underserved communities and population groups; 8. Provide direct technical advice to senior policy makers of the ministries of health, labor and education and social security institutes on human resources for health issues; promote inter-sectorial relations and organize inter-country policy and technical dialogues;
IV. Target Outputs (Measurable Results)
To be defined in the workplan of the advisor
V: MIDA FINNSOM Requirements
<p>Besides the specific outputs mentioned in section IV, MIDA FINNSOM is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments under this project:</p> <ol style="list-style-type: none"> 1. Transfer of skills: The main responsibility of the qualified Somali expatriate—which he/she will be measured against—will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution which civil servants will have to benefit from this knowledge. 2. Work plan: A work plan must be developed with the Supervisor during the first week of assignment to provide clear and time-bound activities to successfully implement the outputs of the assignment. This

work plan will be shared with the IOM Mogadishu MIDA Programme Officer. This work plan will be revised if the contract will be extended.

- 3. Monthly and Final Reports:** Monthly progress reports will be submitted by the incumbent to the Supervisor and to IOM Mogadishu MIDA Programme Officer. At the end of the assignment, the Participant must also provide a final report covering the duration of his/her assignment.

V: Qualifications

Level of Education:	Master's Degree
Area of Study:	A university degree in one of the health, social, or management sciences and a master's degree in public health, health systems/services administration or education sciences
Years of work experience in what area(s):	Required: At least five (5) years of relevant experience
Languages needed:	Excellent oral and written communication skills in English and Somali
General Skills / Other Requirements:	<p>Technical expertise in the areas of human resources for health development, policies, planning and regulation, management of human resources, analysis of labor markets and work conditions.</p> <ul style="list-style-type: none"> -- Expertise in health education, life-long learning, continuing education and professional development; quality improvement and accreditation of education programs and institutions. -- Expertise in strategic thinking, planning of human resources for health, information and information systems, political and stakeholder analysis, communication, negotiation methods, leadership development, health system performance. -- Leadership development, utilization of information and communication technologies and networking. -- Strong professional oral and writing skills, including the development of reports, oral presentations, and technical/persuasive documents

VI: Monthly Stipend

The monthly stipend amount will be determined based on degree and years of relevant experience.

VII: Security and Insurance Modalities

Health insurance—including evacuation due to medical emergency—will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically fit and able to work in a hardship area in Africa.

Please note that IOM, according to the contract, will not be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.

Before leaving the country of residence or upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.

VIII: How to Apply

All applications must be sent to iomhelsinkimida@iom.int with the reference: “Human Resources Advisor/Mogadishu”

As part of the application, applicants must provide a cover letter and CV before the closing date of the vacancy in order for each candidate to be considered.

Shortlisted candidates will be informed of the status of their application.