



Job Description

Country	Somaliland
Project Holder	Various Ministries
Project	Various Projects (MoAD, MoTRD, HWA)
Fund	Somaliland Development Fund Phase 2
IFA Title	Crosscutting Issues Officer (three positions)
Reporting to	Project Manager of relevant Project
Duty Location	Hargeisa with travel to various project locations across Somaliland
Duration	12 months renewable contract based on performance
IFA No.	P101-060

1. Background

The Somaliland Development Fund (SDF) was established in 2012 to provide a single vehicle through which development partners could support Somaliland's development goals. The first phase of the SDF was implemented in 2013-2017 and supported the Government of Somaliland (GoSL) filling a critical gap through funding projects that are fully aligned to the National Development Plan (NDP) while at the same time recognizing the role of GoSL in the delivery of basic services.

The Somaliland Development Fund – Phase 2 (SDF2) covers the period 2018-2024. SDF2 is conceived as an inclusive economic development programme. It supports the GoSL in delivering infrastructure that is relevant for inclusive economic development. It focuses on sustainable investments that spur job creation and fast growth, while at the same time laying the foundation for long-term resilience and development, leading to a more stable and peaceful Somaliland. SDF2's ambitions are fully aligned with government priorities as defined in Somaliland's second National Development Plan (NDP2 – 2017-2021) and reflect the priorities set out in Somaliland Vision 2030. The Fund Manager is responsible for the day-to-day management and administration of the Fund.

The objectives of the SDF2 are threefold:

- Support increased inclusive economic growth through investment in productive, strategic infrastructure to enhance economic growth and revenue generation.
- Strengthen and maintain the capabilities of the government of Somaliland to prioritize and manage the sustainable and equitable development of Somaliland's infrastructure.
- Support strong government ownership of development priorities aligned with the National Development Plan.

2. SDF Funded Project

SDF2 is committed to enhancing MDAs' capacity to plan and implement sound projects in communities in such a way that is social and gender inclusive, environmentally friendly, and conflict sensitive. This is articulated in Output 1 and Output 2 of the SDF2 Logframe:

- Output 1: Increased MDAs' capacity in public resource management through planning and implementation of conflict sensitive, inclusive, economically sustainable and resilient priority sectoral investments;
- Output 2: Improved community level governance and management capacity through enhanced participation, inclusion, transparency and accountability.

The above activities will be implemented in line with the approved SDF frameworks guiding each of the specific areas and are expected to be led by a Crosscutting Issues Officer at the project level.

3. General Description of the Role

The Crosscutting Issues Officers (CIOs) will be responsible for conducting the necessary community engagement and mainstreaming of the crosscutting issues (conflict sensitive programming, gender equity and social inclusion, and environment and social impact) as well as supporting capacity development activities at the project level. The CIOs will be expected to work closely with the relevant Project Manager, Technical Advisor, Technical Officers and technically liaise with the Community Development Specialist (CDS) at the SDF Secretariat.

The SDF Secretariat therefore invites applications from qualified Somaliland Nationals to apply for the positions. Three successful CIOs will be assigned to one SDF funded project each as part of the Project Management Team in Hargeisa under the leadership of the Project Manager.

4. Main Responsibilities

The CIO will work with the assigned Ministry and will be expected to perform the following tasks:

Community Engagement

- Serve as the PMT focal point for implementation of the SDF's strategy for engagement with communities.
- Support the PMT in developing and operationalizing the SDF Community Engagement Strategy (CES).
- Develop and maintain the project workplan for community engagement activities across the assigned project.
- With support of the SDF Secretariat CDS, map out avenues for community engagement across the assigned project and based on the workplan set the project community engagement targets.
- Based on SDF community engagement training curriculum and materials, train relevant community governance structures in the project.
- Work on the formation/reactivation of community level structures to ensure they are accountable and transparent to the community members.
- Based on SDF CES, ensure local community participation in the project in/through consultations, planning, implementation, delivery and management and setting up a system to track and enumerate participation.

Gender Equity and Social Inclusion

- Serve as the PMT focal point of SDF's Gender Equity and Social Inclusion (GESI) activities in line with the approved GESI framework.

- With support of the SDF Secretariat CDS, develop and oversee implementation of GESI activities at the project level.
- Based on the SDF GESI training curriculum and materials, train relevant community governance structures in the project.
- Work with SDF Secretariat CDS in reviewing reports from assessments, audits, and training conducted by the GESI framework contractor.

Conflict Sensitivity Programming

- Serve as the PMT focal point of SDF's Conflict Sensitivity Programming (CSP) activities in line with the approved CSP framework.
- With support from the SDF Secretariat CDS, develop and oversee implementation of CSP activities at the project level.
- Based on the SDF CSP training curriculum and materials, train relevant community governance structures in the project.
- Work with SDF Secretariat CDS in reviewing reports from assessments, audits, training conducted by the CSP framework contractor.

Environmental and Social Aspects

- Serve as the PMT focal point of SDF's Environment and Social Impact Assessment (ESIA) activities in line with the approved ESIA framework.
- With support from the SDF Secretariat ESIA Lead, develop and oversee implementation of ESIA activities at the project level.
- Based on the SDF ESIA training curriculum and materials, train relevant community governance structures in the project.
- Work with SDF Secretariat ESIA Lead in reviewing reports from assessment, audits, training conducted by ESIA framework contractor.

Capacity Development

- Serve as the PMT focal point for SDF's capacity development activities.
- With the support from SDF Secretariat Capacity Development Lead (Learning and Communication Specialist), develop project level capacity development workplan and lead in its implementation.

Monitoring, Evaluation and Learning

- Monitor project level crosscutting issues progress.
- Assist the SDF Secretariat CDS in setting up a system to consistently track progress on crosscutting issues.
- Support the SDF Secretariat CDS in collecting data related to GESI, ESIA, and CSP indicators in the logframe.
- Support the SDF Secretariat CDS with the relevant information for QPRs and SDF programme Annual Review.
- Participate in the forum created for exchange of information by CDS for all CIOs on crosscutting issues.
- Capture and document project level lessons learned, social change stories and innovation in the projects.

5. Deliverables

- Monthly crosscutting issues report as part of the monthly project report;
- Quarterly crosscutting report as part of the quarterly progress report.

6. Reporting and other relations

The Crosscutting Issues Officers will work under the overall leadership of the Project Manager and will closely liaise with the SDF Secretariat CDS. The CIOs will work closely with:

- SDF Secretariat Project Focal Point;
- SDF Secretariat Learning and Communication Specialist;
- SDF Secretariat Monitoring and Evaluation Manager who is also the ESIA Lead.

7. Performance evaluation and contract extensions

- The first three months of the assignment will be a probation period.
- Key performance targets will be agreed for the probation period and every six months after the probation period before the contract is signed off.
- Performance appraisal will be conducted every six months and will be based on agreed performance objectives and individual deliverables. This will be signed off by both the PM and the CDS on behalf of the SDF Secretariat.

8. Timing and duration

The CIOs will be issued with a 12-month contract which will be renewed based on satisfactory performance and depending on the duration of the respective projects.

9. Required qualifications, skills and experience

- At least a Bachelor's degree in either Development Studies, Social Sciences, Conflict Management or Environment Studies.
- At least 5 years of demonstrated experience with donor-funded development projects implemented by INGOs or international consulting firms as an Officer.
- At least 3 years demonstrated experience with direct involvement in one of the following crosscutting themes: Community Organisation, Conflict Sensitive Programming, Gender Equity and Social Inclusion.
- Demonstrated knowledge of participatory decision-making, facilitation of consultation and engagement with various stakeholders.
- Demonstrated knowledge of the Somaliland political, social, cultural, environmental, and development context.
- Demonstrated excellent command of spoken and written English and Somali.
- Proven facilitation, analytical and report writing skills.

10. Payment

- A monthly salary will be paid to the COI as part of the PMT payroll issued by the PMT and approved by the SDF Secretariat.
- Any other allowance will be in line with the Project Management Teams terms and conditions of service.