



Job Description

Country	Somaliland
Project Holder	Ministry of Livestock and Fisheries Development (MoLFD)
Project	Strengthening Artisanal Fisheries in Sanaag
Fund	Somaliland Development Fund Phase 2
IFA Title	Refrigeration Technician (RT)
Duration	12 months renewable contract based on performance
IFA No.	P101-125

1. Background to SDF

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 the NDP2 and reflect the priorities set out in Somaliland Vision 2030. Like in SDF1, all support will be aligned with government priorities as defined in Somaliland's second National Development Plan (NDP2) 2017-2021. The Fund Manager is responsible for the day-to-day management and administration of the Fund.

The objectives of 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 Ministry of Livestock and Fisheries Development Project

The SDF has allocated funds to the Ministry of Livestock and Fisheries Development (MoLFD) for the implementation of Strengthening Artisanal Fisheries in Sanaag Project activities. The proposed project is further building on the investments made under SDF1 in Maydh as well as Maydh jetty which is currently under construction. The project will strengthen the capacities of fishing communities and support them to market their catch. The project contains three major outputs:

Output 1: Capacity development

The first output relates to capacity development of MoLFD to enhance its ability to initiate, deliver, and support the management of investments/projects. Crucial for economic development and value for money being realized as a result of the projects, will be the ability to select investments with

comparative strategic economic and social advantage for diverse members of the population and which are resilient to current and future shocks (climate and otherwise). In summary, the project will provide capacity development to MoLFD to plan, implement and sustain the interventions related to fish production, preservation, and marketing.

Output 2: Community governance

The second output relates community engagement and seeks to strengthen capacity to participate in and sustain project activities by three current local fisheries Committees in Maydh, Hiis and Laasuurweyn as well as Rasmi Fishing Association. Ultimately, the three fisheries committee and one association will be expected to be able to better manage marine resources. Under this output, the project will facilitate reorganization of the four-community structure(s) into sustainable as well as inclusive organization.

Output 3: Improved production of artisanal fishing in Sanaag region

This component will strengthen the fishing value chain by investing in required software and hardware. As such fishing communities will be trained in techniques to increase production and as well as ensuring that it reaches the intended market whilst minimising post-harvest losses. This output will specifically address the following parts of the fish value chain: 1) increasing fish production, 2) fish handling and processing, 3) fish transport and marketing, 4) equipment and services and 5) support to fishers' associations.

In relation to the equipment three ice making machines with generators powered by solar plants have been delivered to the fishing communities of Maydh, Hiis and Laasuurweyn during the implementation of SDF1. This equipment is still in use and will be upgraded as well as sustained with SDF2 funding. This funding includes more cooling equipment to keep the fish well-conditioned across the whole value chain.

3. General Description of the Role

Under the direct supervision of the Project Manager (PM) and the SDF Secretariat Sector Specialist, the Refrigeration Technician (RT) take lead in operationalization and maintenance of the project cold-chain facilities, which includes cold storage, ice-making machines, and other refrigeration equipment. Specifically, the Refrigeration Specialist (RT) will conduct necessary assessments, repairs, operations of the project's cold chain facilities. This position is also involve training of local communities, maintenance or repair of cold chain facilities. The services will be provided for all the cooling equipment and refrigeration systems in the project.

4. Key tasks

Under the supervision of the PM and the TA, the Refrigeration Technician will be responsible for the following:

Technical tasks

- Conduct comprehensive technical assessment to the project locations (Maydh, Hiis and Laasuurweyn) to ascertain the operational and physical condition of the cold chain facilities.
- Determine the current status of the ice making machines and their needs in terms of spare parts, tools, services, and training(s).
- Produce operationalization plan, including specification and costs (and upgrade if required) based on the above technical assessment.
- Fix the technical problems of the cold chain facilities, including trouble-shooting and permanent solutions.

- Put in place plan and mechanism for safe handling of refrigeration chemicals.
- Once facilities are operational, produce standard operating procedures and a long-term maintenance plan which includes identifying the critical spare parts for operation and maintenance purpose for the ice-making machines.
- Conduct a baseline assessment on the level of cold chain knowledge/understanding of the local fisheries before the training(s), and collect evaluation after delivery to measure impact.
- Based on the baseline assessment, prepare and provide training(s) for local fishing communities to sustainably work with the cooling equipment.
- Timely preparation and submission of training materials to PM and technical advisor.
- Ensure service delivery and training are of high-quality as well as tailored to the local fishing communities in terms of needs and level of understanding.
- Advise on the efficiency and profitability of the three ice making machines.
- Provide specification for all additional equipment of items and work with the technical advisor to validate this.
- Coach a local community six members in the process of assessment, planning, fixing, and operationalization of cold chain facilities.

Other tasks

- Ensure compliance with all SDF policies, procedures, and guidelines that relate to provision of services and training(s).
- Ensure all issues coming from the field are communicated to the Project Manager and SDF secretariat.
- Proactively contribute to solutions for issues.
- Conduct any other activity as agreed with SDF Secretariat and MoLFD management.
- Regularly update the PM on status of activities and challenges faced.
- Ensure that deadlines for all services and training(s) are met.

5. Deliverables

- Assessment reports
- Refrigeration training materials, delivery of training and collection of evaluations;
- Technical progress reports as part of the monthly project report
- Monthly and quarterly progress reports.

6. 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 Sector Specialist/Focal Point on behalf of the SDF Secretariat.

7. Duration and location

The RT will be issued with a 12-month contract. The main location is Maydh with travels to other project locations in Hiis and Laasuurweyn. Exposure visits with trainees to Berbera may be necessary.

8. Reporting Arrangements

The RT will work under the overall supervision of the MoLFD – F Project Manager and the Technical Advisor and the SDF Secretariat Civil Engineer.

9. Required Qualifications/Skills

- Diploma in Electrical Engineering or Refrigeration. Certificate in Electrical Engineering, Solar Energy Systems or Refrigeration from a Technical Institute with a minimum of 10 years' experience will be considered.
- Minimum of 5 years' experience working as a refrigeration installation and maintenance technician in a well-established organization or project.
- Minimum of 2 years' experience as refrigeration or electromechanical technician in fisheries cold chain facilities.
- Minimum of 1 year experience working with technical drawings or blueprints and compliance schemes.
- Minimum of 1 year experience with post supply training and technical services.
- Demonstrated excellent command of spoken and written English and Somali.

10. Payment

- A monthly salary will be paid to the RT 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.