



**Vacancy: Technical Advisor National Health Professional Council  
Diaspora Expert**

<b>I. General Information</b>	
<b>Post/Title</b>	<b>Technical Advisor (National Health Professionals Council)</b>
<b>Position Type</b>	<b>Diaspora Expert</b>
<b>Date of issue</b>	<b>14 November 2023</b>
<b>Duty Station</b>	<b>NHPC Head Quarter/ DeMartini Hospital</b>
<b>Duration of Assignment</b>	<b>12 months</b>
<b>Deadline for applications</b>	<b>4 December 2023</b>

  

<b>II. Background Information</b>
<p><b>About the MIDA FINNSOM III, Health and Education Project</b></p> <p>The past decades have seen continued migration from various African countries, causing a “brain drain” that has debilitated various public sector systems across the continent. Through the IOM Migration for Development in Africa (MIDA) programme, Somali diaspora professionals have supported institutional capacity building, service delivery, and policy development of health and education institutions across Somalia since 2015.</p> <p>The MIDA FINNSOM PHASE III – Health &amp; Education project – contributes to strengthening the Health and Education sectors in Somalia towards achieving specific priorities in the Education Sector Strategic Plan (ESSP) and the Essential Package for Health Services (EPHS), as prioritized and outlined by the government. The project aims to do so by engaging and enhancing the role of qualified Somali diaspora experts willing to temporarily return to their country of origin. In particular, through assignments within key ministries and public institutions (including hospitals and universities), Somali diaspora experts contribute addressing gaps and enhancing strengths in the planning and delivery of health and education services, coherently with the needs identified through the dedicated baseline assessment conducted during the inception phase of the project. Furthermore, a component of the project is devoted toward contributing to the creation of stable and sustainable access to employment opportunities in the health and education sectors for local experts and interns, who will work in close coordination with the Somali diaspora experts - therefore reaping long-terms benefits of knowledge transfer, competencies sharing and skills development.</p>

  

<b>III. Duties and Responsibilities</b>
The Federal Government of Somalia’s Ministry of Health and Human services (MoHHS), through the technical assistance provided by the IOM MIDA FINNSOM III Health and education project, seeks to strengthen knowledge and build the skills of health workforce, including on sexual reproductive health and rights.

Under the supervision of the Chairman of Members of National Health Professionals Council (NHPC), Human Resource Director of FMOHHS, IOM Somalia and in close cooperation with the other secretariat of NHPC will carry out the following duties and responsibilities:

1. To support the establishment of NHPC and its regulatory functions of registering practitioners, accrediting health education and training institutions and licensing health service facilities.
2. To develop management and organizational structures and processes that enable NHPC to deliver its strategic aims and objectives.
3. To develop SOPs and guidelines of NHPC to fully function.
4. To support the department of Human Resource of FMOHHS to establish efficient and effective HR functions – open and transparent recruitment and selection, performance management, learning and development, compensation and benefits, succession planning, HR information system, HR data analytics.
5. Prepare HRH strategy – identify staff capabilities and skills needed, gap analysis, staffing needs, strategy.
6. To support NHPC to establish sub-committees, coordinate and supervise their work.
7. To execute the decisions of the council and ensure whether the decisions passed as per these regulations are implemented.
8. To prepare terms of reference, membership and meeting procedures for three NHPC committees and panels required to carry out functions (such as policy and strategy; finance & risk management; registration and continuing competence; and complaints management and discipline).
9. Establish management reporting system - regular reports (monthly or quarterly) that include general, financial, practitioner registration, facilities licensing, HEI accreditation, risk, compliance, and administrative information.
10. Establish arrangements for preparation and publication of Annual Report and any other reporting required by government.
11. Establish sound financial practices and policies, which balance risk against the need for administrative efficiency including financial delegations.
12. To represent and run the duties of the council at the time when the council is not in- session; it cannot, however, suspend or reverse the decisions of the council
13. To conduct skills and knowledge transfer sessions for the staff of the NHPC
14. To strengthen NHPC relationships with professional advisers and external providers.
- 15.
16. Perform such other matters as directed by the Chairman of NHPC.

#### **IV: Requirements:**

Besides the specific outputs mentioned in section III, the MIDA FINNSOM III Health and Education project is requiring the following deliverables to be submitted throughout the assignment. These are the standard requirements for all assignments under this project:

1. **Work plan:** A work plan must be developed with the Supervisor during the first week of the assignment to provide clear and time-bound activities to successfully implement the outputs of the

assignment. This work plan will be shared with the supervisor, MoHHS coordinator, MoHHS M&E Specialist and IOM project team. This work plan can be revised during the assignment to reflect on new developments or changes.

2. **Quarterly and Final Reports:** Quarterly progress reports will be submitted by the expert to the supervisor, MoHHS Coordinator, MoHHS M&E Specialist and IOM project team. At the end of the assignment, the participant must also provide a final report covering the duration of his/her assignment.
3. **Exit interview:** An exit interview will be conducted to ensure that a proper exit plan has been put in place to sustain the achievements, upon completion of the assignment.

**V: Qualifications**

Level of Education:	Master’s Degree or PhD.
Area of Study:	Medicine, Public Health, Organizational leadership and Management, Health systems and regulation, Public Administration, or related discipline
Years of work experience in what area(s):	Required: At least five (5) years of relevant experience in organizational development. Public sector working experience in the field. Ability to outline sound regulatory strategy in alignment with regulation and business priorities. Effectively negotiate internally and externally with the stakeholders and regulatory agencies.
Languages needed:	<ul style="list-style-type: none"> <li>▪ Fluent English and Somali.</li> </ul>
General Skills / Other Requirements:	<ul style="list-style-type: none"> <li>▪ Good communication skills.</li> <li>▪ Good leadership and management skills</li> <li>▪ Good skills and knowledge transfer and mentorship experience</li> <li>▪ Ability to use Microsoft Office programs (Word, Excel, and PowerPoint) and web-based management systems.</li> <li>▪ Ability to think analytically with excellent problem-solving skills..</li> </ul>

**VI: Subsistence Allowance**

The monthly stipend amount will be determined by the MIDA FINNSOM III, Health and Education project, based on degree and years of relevant experience.

**VII: How to apply**

All applications must be sent via email to: [midasomvacancy@iom.int](mailto:midasomvacancy@iom.int) with the following reference as a subject in your e-mail: APPLICATION – as mentioned in the vacancy announcement. For further inquiries about the MIDA FINNSOM positions, you can reach out to [sparkkali@iom.int](mailto:sparkkali@iom.int).

To be considered, applicants must provide a cover letter, CV, and the contact information (email and phone number) of two professional references by the closing date of this vacancy. Only shortlisted candidates will be contacted. The closing date of this application is Monday December 4<sup>th</sup>, 2023, at 12.00 PM EAT.

While this project is geared toward the Somali-Finnish diaspora, members of other Somali diaspora communities are also welcomed to apply. Females are highly encouraged to apply and participate in the MIDA FINNSOM III Health and Education Project.

**VII: Security and insurance modalities**

Health insurance—including evacuation due to a 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 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 Somalia, the qualified Somali expatriate will receive a pre-service briefing including security advice and cultural background.