

S2S: Monitoring and Verification Advisor Recruitment Ministry of Interior, Federal Affairs and Reconciliation

Duty Station: Mogadishu

Position: Monitoring and Verification Advisor

Duration: One Year, with possibility of extension

Background

Over the past few years, formation of the federal state members was very important objective of the Federal Government. As this main objective is achieved, the second objective is to move towards the re-establishment of district councils and administrations. The federal government of Somalia (FGS) recognised this process as important steps of decentralising the power and authority to that end in July 2003 the parliament passed relevant legislation (Law for the Administration of Districts and Regions in Somalia). This legislation with the adaption of National Wadajir Framework for local governance provides rapid pathway to the formation of permanent local administrations. Most of the Federal member states have drafted and approved their local government legislation based on the provisional constitution that outlines the three tiers of government; Federal, State and District levels.

Somalia has experienced over two decades of conflict and civil wars that not only eroded the trust and the cohesion within the Somali communities but also destroyed the economic infrastructure and public services delivery capacity. Under the leadership of the ministry of interior, Federal affairs and reconciliation (MOiFAR), the FGS and FMS are committed to establishing the foundation for lasting stable and inclusive elected district councils, through agreed frameworks to improve social contract between government and the population through provision of service delivery.

Local government at district level is the first interface between citizens and their government under the provisional constitution. Therefore, district council formation is an essential element of overall goal of the transition plan.

It is within this context that MOiFAR and the Ministry of Interior (MoI) of the FMS engage in coordinated range of initiatives that will establish inclusive and accountable district administration overseen by elected district councils. The goal of these initiatives and the processes is to overcome the social-political barriers that are hindering the re-establishment of district councils and administrations across the states of Galmudug, Hirshabelle, Jubaland and South West. It is recognised that community leaders and citizenry at large needs to support the district formation process for any district administration to have a chance to build and enhance their legitimacy. Local reconciliation initiatives and civic dialogue within the communities are therefore seen as an essential pre-requisite to build the social cohesion necessary for district council formation processes to succeed.

In order to accomplish this process of council formation it essential to recruit individual with experience and qualification to oversee the council formation process.

Vacancy for the post of monitoring and verification advisor arises and therefore the ministry decided to recruit an individual with relevant qualifications and experience.

The role of the MoIFAR Stabilisation and Monitoring and is to assist the MoIFAR and its partners, to establish a systematic means of assessing, monitoring, verifying information relating to the political, economic and security aspects of areas at risk of instability in south central. The advisor will develop framework, mechanisms and process to identify and track stability related dynamics and progress in key areas.

The main objective of this recruitment process is to recruit qualified individual who can fill the vacant position at MoiFA S2S to deliver the intended objectives of the post.

Methodology

The process of hiring the S2S the monitoring and verification Advisor was conducted through a competitive procedure in line with the recruitment policy of MOiFAR which is based on equal opportunity employment policy. The position was advertised via Hiran online from the period of 17 April 2019 till 1st May 2019. A total of 25 individuals applied for the post of whom three were female applicants and the rest were male applicants. After careful examination of the applicants ` relevant experience and educational qualifications, six applicant were shortlisted for the post of whom one of them was female applicant. The shortlisted applicants were then invited for interview.

The interview for the post was undertaken for the shortlisted candidates on 18 July 2019. A panel of three comprising of S2S national manager, National Reconciliation advisor and UNDP/S2S project officer, were charged with the responsibility of undertaking the interviews. During the interview, each member of the panel rated the candidate s` response to the questions. Following the interviews each member added up the rating had assigned.

Based on the interview and performance of each shortlisted candidate coupled with an examination of their relevant experience and educational qualification, the panel made a joint decision and recommendation on merit. The successful candidate was notified accordingly by the MoIFAR Permanent Secretary.

Interview Panel Members

	Name	Title	Organisation
1	Ibrahim Abdulkadir Iman	Project manager	S2S MoiFAR
2	Yahye Ahmed Hersi	Director of local government Dept,	MoiFAR
3	Abdullahi Hudow Osman	Project officer	UNDP/S2S Project
	Omar Wardere Wehelie	Reconciliation Advisor	S2S/MoiFAR

Outcome

Based on the both the written and oral interview below is how the individual shortlist candidates performed for the position:

Position	Number of applicants			Shortlisted candidates		Shortlisted candidates names	How candidates Performed
	Total	Female	Male	Female	Male		
Monitoring & verification Advisor	25	3	22	1	5	Laila Abdikarim Mohamed	38.67%
						Abdinasir Ali Mohamed	97.33%
	Hashim Sheikh Abdinor	28%					
	Idris Abdi Yare	57.33%					
	Mohamed Abdulkadir Abdulle	90.67					
	Mohamud Mohmed Haji	58.67					

From the above performance table, the following candidate was recommended for the post of Monitoring and verification advisor, **Abdinasir Ali Mohamed**

The successful candidate was notified accordingly, by ministry`s permanent secretary. The candidate has to sign an offer letter and contract with details of the terms and conditions of employment.

Challenges

We tried to make 30% of the shortlisted individuals, female candidates but it was challenge to get dully qualified and competent candidate female to fill the post. Of the 6 shortlisted candidates one was a female. Unfortunately, she fell short of the required competence for the post.

Conclusion

The recruitment process ensured the policies as well as the human resources procedures in place at the ministry were complied This means all candidates selected for the advertised positions met the requirements of the terms of references, relying on the experience and judgment of multi-agency interview panellists from Moifar and UNDP. The candidates, with full induction training were deployed to their respective duty stations at ministry. The candidates will work on probation for three months which will follow performance evaluation and overall assessment. In the meantime, the stabilization Unit will support each to help them deliver their respective duties towards the ministry.