



**The Federal Government of Somalia
Ministry of Energy and Water Resources**

REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

COUNTRY: **Federal Government of Somalia (FGS)**
NAME OF PROJECT: **Somali Electricity Sector Recovery Project (SESRP)**

PROJECT ID: **P173088** Grant No.: **IDA - D9310**
Assignment Title: **Security Advisor**

Reference No.: **SO-MOEWR-264302-CS-INDV**
Place of assignment: **Mogadishu, Somalia**

1. Background

The Government of Somalia has secured a grant from the World Bank to implement the Somali Electricity Sector Recovery Project (SESRP). The Project Development Objective of SESRP is to increase access to electricity services and to re-establish the electricity supply industry in the Project Areas.

The Ministry of Energy and Water Resources (the Ministry) has established a Project Implementation Unit (PIU) to carry out the day to day activities of project planning, coordination and implementation of the Somali Electricity Sector Recovery Project (SESRP). The Ministry intends to engage a consultant to work as a Security Advisor within the PIU.

The project comprises of the following four components: (i) Distribution network reconstruction, reinforcement and operations efficiency in the major load centers; (ii) Renewable energy generation optimization; (iii) Electricity services for improved public services delivery (Health and Education Institutions); (iv) Sector Capacity Enhancement and Project Implementation Capacity Support.

The Ministry of Energy and Water Resources (MoEWR) therefore intends to apply part of the proceeds of the SESRP Project to hire a consultant to work as a Security Advisor within the Project Implementation Unit (PIU)

2. Scope of Work and Responsibilities:

The scope of work for the assignment include but not limited to the following tasks:

Security Advisor will be responsible to the PIU Coordinator for ensuring implementation of a comprehensive security risk management approach under the Project Security Management Framework (SecMF) as detailed below, including (i) Development and supervision of security management plans (SMP) and associated procedures, (ii) ensuring that SMP provisions are adequately included in bidding documents and proposals and conducting due diligence on security arrangements of all International Partners (IPs) and contractors; (iii) conducting initial and periodic security risk assessments (SRA) of the operational context for project activity implementation; (iv) maintenance of a security community of practice (CoP) with Project Contractors, (v) crisis management contingency planning, and (vi) security reporting within a robust information management framework.

The Security Advisor will be responsible for managing the PIU's engagement of an internationally accredited Security Risk Management Company (SRMC) that will support the PIU in the development of security provisions expressed in the Project Security Management Framework (SecMF) and he shall supervise the SRMC in its development and implementation of a security risk management capacity building programme on behalf of PIU personnel and relevant IPs, Contractors and Consultants. The security advisor shall perform all other specific tasks detailed in the Terms of Reference (TOR) for the assignment that can be found at the following website: www.moewr.gov.so or can be provided upon submission of application in person or by e-mail provided below.

3. Selection Criteria:

Selection shall be based on qualification and experience of the candidate and followed by an interview. The minimum qualification, experience and skills should include:

Bachelor's degree in Security Studies, Social or Political Science, Public administration, Security management and/or other relevant fields. Having a Master's degree is an added advantage; Minimum of eight (8) years of relevant working experience in the security sector, security risk management or similar fields; A minimum of five (5) years operational field experience in Somalia; Detailed experience and understanding of ISO 31000, Risk Management – Principles and Guidelines; Proven experience in analyzing and reporting security risks and developing security planning for large-scale field operations; Experience in providing security risk management training and individual development programs; Ability to travel widely in Somalia to Regional Project sites and Experience in working on World Bank funded projects would be an asset.

4. Duration:

The duration for the assignment is initially for two (2) years period with an extension based on project duration and the completion of a satisfactory 6-month probation period.

5. The Ministry of Energy and Water Resources now invites eligible Individual Consultants to indicate their interest in providing these services. Interested Individual Consultants must submit their Curriculum Vitae (CV) indicating that they are qualified to perform the services.

6. The attention of interested Consultants is drawn to paragraphs 3.14, 3.16 and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers: Procurement in Investment Financing Goods, Works, Non-Consulting and Consulting Services dated November 2020 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

7. A Consultant will be selected in accordance with the Individual Consultants Selection method set out in the World Bank's Procurement Regulations.

8. Mode of submission of Applications and deadline:

Interested Consultants may obtain further information including a detailed Terms of Reference at the address given below from 8:30 to 3.30pm Mogadishu time (Excluding public holidays).

Expressions of interest (EOI) and CV must be delivered (in person or by e-mail) in a written form in three (3) hard copies (if not by e-mail) to the address below by **28th February 2022 at 11:59 PM (Mogadishu Time)** – Subject marked clearly as – **Application for Security Advisor**.

Project Implementation Unit (PIU)
Ministry of Energy and Water Resources
Federal Government of Somalia
Email: sesrp.procurement@gmail.com

ANNEX: TERM OF REFERENCE



Federal Government of Somalia
Ministry of Energy and Water Resources

Country:	Federal Government of Somalia
Name of Project:	Somali Electricity Sector Recovery Project (SESRP)
Project ID:	P173088
Assignment Title:	Security Advisor
Type of Appointment:	Individual Consultant
Reference No.:	SO- MOEWR -264302-CS-INDV
Place of Assignment:	Mogadishu, Somalia

1. Background

The Federal Government of Somalia (FGS) Ministry of Energy and Water Resources (MoEWR) invites suitably qualified individuals to apply for the position of Security Advisor (PIU-MoEWR) with the ‘Somali Electricity Sector Recovery Project’ (SESRP), funded by the World Bank. The successful candidate is expected to be an experienced security risk manager who is self-motivated team player able to work within a complex environment alongside project stakeholders and contractors.

The Security Advisor’s position will be a senior full-time contracted staff position, assigned to the SESRP Project Implementation Unit (PIU) in Mogadishu. The Security Advisor will be responsible for assessing and managing potential social risks and impacts arising from the Project, including threats to human security resulting from personal, communal or interstate conflict, as well as more general crime and violence. The Security Advisor will be assisted in his/ her duties by a specialist external Security Risk Management Company.

2. Project Overview

The Somali Electricity Sector Recovery Project (SESRP) seeks to increase access to lower cost and cleaner electricity supply in the Project Areas and to re-establish the electricity supply industry. The SESRP has been conceptualized as the first of a series of three projects, the vision for which has four themes: (i) infrastructure development, (ii) renewable energy generation, (iii) electricity supply to public institutions, and (iv) sector capacity enhancement. These four themes aim to achieve the following outcomes:

1. Increased access to lower cost electricity supply from diverse energy resources, especially from renewable energy resources for climate change mitigation and increased access to electricity services;
2. Improved access to functional health and education services; and
3. Sector institutional, legal and regulatory enabling environments for sustained operations, including enhancing both the public and private capacity to manage and operate the sector.

The five-year project will increase access to lower cost and cleaner electricity supply in the project areas and contribute to re-establishing the electricity supply industry. Progress toward achieving the Project Development Objectives (PDO) will be measured by the following project outcome indicators: (i) increased in electricity supply (MWh); (ii) Generation capacity of energy constructed or rehabilitated; (iii) Annual greenhouse gases emissions avoided (tCO₂); (iv) decrease in tariffs under the project (%); (iv) establishment of the Electricity Supply Industry with clear roles and responsibilities.

The SESRP, has four key components: Component 1 – Sub transmission and distribution network reconstruction, reinforcement and operations efficiency in the major load centers of Mogadishu and Hargeisa; Component 2 – Hybridization and battery storage systems for minigrids; Component 3 – Stand-alone solar off-grid access to public institutions (Health and Education); and Component 4 – Institutional development and capacity building.

3. Scope of Work for the Security Advisor

The World Bank's Environmental and Social Framework (ESF) requires that Bank-funded operations be supported by security risk assessments (SRA) and security management plans (SMP) submitted by the Borrower¹ for Bank approval. ESF similarly places a requirement on the Bank to ensure the assessment of threats to human security and as well as assess the operational capacities of the Borrower, including those for security management, as part of its operational due diligence to project funding.

Due to the nature of the environment, humanitarian and development approaches must ensure detailed security risk management strategies that appreciate and mitigate, to the extent possible, threats to persons associated with project-based operational deployments.

Security of project personnel, including project workers, international partners (IPs) and Contractors, and other stakeholders directly associated with the implementation of the SESRP is a significant challenge facing this ambitious project. Ensuring that communities are safe, that project workers and assets are protected, and that project interventions are delivered securely in a highly risk-impacted geographical context is a core priority. The Security Advisor will play a direct role in support of the PIU in ensuring these responsibilities.

Reporting to the Project Coordinator in the MoEWR PIU, and working closely with IPs and Contractors, the Security Advisor is responsible for providing security risk management support to the PIU in accordance with the provisions of the World Bank's ESF and ISO 31000².

Specifically, the Security Advisor will be responsible to the PIU Coordinator for ensuring implementation of a comprehensive security risk management approach under the Project Security Management Framework (SecMF) as detailed below, including (i) development and supervision of security management plans (SMP) and associated procedures, (ii) ensuring that SMP provisions are adequately included in bidding documents and proposals and conducting due diligence on security arrangements of all IP and contractors; (iii) conducting initial and periodic security risk assessments (SRA) of the operational context for project activity implementation; (iv) maintenance of a security community of practice (CoP) with Project Contractors, (v) crisis management contingency planning, and (vi) security reporting within a robust information management framework.

The Security Advisor will be responsible for managing the PIU's engagement of an internationally accredited Security Risk Management Company (SRMC)³ that will support the PIU in the development of security provisions expressed in the Project Security Management Framework (SecMF)⁴.

4. Security Risk Management (SRM)

Given that the SESRP will be implemented across a diversity of urban and rural areas in Somalia, by a variety of IPs and Contractors – some of whom will not directly associated with the Government and its security apparatus - concrete risks will accrue in areas traditionally susceptible to armed conflict and other forms of violence. These risks, which must be clearly identified and mitigated, impact on not only IPs and Contractors and Government interests in Project areas, but also on local communities and beneficiaries under the Project. They similarly retain a potential reputational impact on the Project partners.

As part of its security-related safeguards requirements, the SESRP is governed by a Security Management Framework (SecMF). The SecMF sets out how the PIU will ensure, per ESF and ISO 31000, adequate levels of security protection, crisis and contingency response and duty of care for all project workers, IPs/ Contractors, communities and other project-affected persons. The SecMF is supported by the development of periodic security risk assessments (SRA) and security management plans (SMP).

The PIU will remain responsible for all aspects of security risk management and Duty of Care under the Project, including that managed by IP/ Contractors. To assist the PIU, SRAs and SMPs will be developed by the SRMC for Project level and site-level activities. Site-level SMPs shall be managed by IPs and Contractors who shall each employ a Security

¹ Environmental and Social Standards 1 and 4 (ESS1 and ESS4) require Borrowers to assess, manage and monitor potential social risk and impacts arising from Bank-funded operations.

² International Standards Organisation 31000 – Security Risk Management – Principles and Guidelines (2018) & World Bank Environmental & Social Framework (ESF) Environmental & Social Standards 1 & 4 (ESS1&4)

³ The term internationally accredited means a SRMC that is certified as a member of the International Code of Conduct Association (ICOCA) for Private Security Companies (PSC). The Company must have been an ICOCA member for a minimum of one calendar year. The SRMC should ideally have previous experience of working within World Bank funded projects in the context. The SRMC is not engaged to provide physical security protection services to the PIU or to IPs and Contractors.

⁴ A SecMF has been issued separately by the PIU for the overall guidance of the Project's security risk management aspects.

Focal Point (SFP) and shall be directly accountable to the PIU for security risk management in their respective areas of operation. The PIU Security Advisor will manage an IP/ Contractor Community of Practice of SFP for security risk management across the project.

The PIU must ensure the application of the World Bank Good Practice Note on the Use of Security Personnel.⁵

The Security Advisor will be the key contact person for PIU cooperation with the SRMC; with the Company's close support the Security Advisor will build the PIU's in-house capacity to professionally manage all Project security-related matters. The Security Advisor shall supervise the SRMC in its development and implementation of a security risk management capacity building programme on behalf of PIU personnel and relevant IPs, Contractors and Consultants.

5. Security Advisor Roles and Responsibilities

The PIU is seeking a highly motivated, qualified and dynamic Security Advisor with proven operational field experience in the context to support the implementation of the Security Management Framework (SecMF) and its component parts. The SecMF forms part of the environmental and social safeguards requirements associated with the project.

The Security Advisor will report to the PIU Project Coordinator and will collaborate closely and assume a leadership role on security management issues with (i) the SRMC; (ii) all IP and Contractor SFPs; (iii) the Environmental and Social Safeguards team in the PIU; (iv) Ministries, Departments and Agencies (MDAs); and (v) the World Bank Safeguards staff, including the World Bank Security Consultant.

Responsibilities of the Security Advisor include:

- Supporting the PIU in overseeing the Project and site-level Security Risk Assessments (SRA) and Project and site-level Security Management Plans (SMP) and tasks of an internationally accredited SRMC;
- Ensuring the qualitative functionality of all Project and site-specific SRA and SMP, including iterative development of all Project risk tables and SMPs in line with the requirements of the Project SMP and the Project Stakeholder Engagement Plan (SEP);
- Within a CoP, assuming a direct leadership role as the point of contact for IP/ Contractor SFPs, ensuring a harmonization of SRM approaches across the Project sites;
- Supervising the development and adherence by all IPs and Contractors and Project Workers of an umbrella Project SESRP SMP, including all activities specified in the SMP;
- Maintaining a close working relationship with the World Bank on the functionality of the SecMF;
- Managing the process of seeking relevant World Bank no objections on SMPs and SRAs;
- Ensuring the integration of local site-level SMP requirements and adequate budgeting for security measures into contract bidding processes during procurement of IPs/ Contractors;
- Providing extensive on-boarding briefings to all IPs/ Contractors ensuring that these organisations provide adequate security briefings to their respective Project Workers, beneficiaries and other stakeholders;
- Developing and managing a regular security information briefing to PIU and all project IPs/ Contractors – typically a summary of key security developments in localized areas: see INSO⁶ format;
- Preparing and chairing Weekly CoP Security meetings, which will include Security Focal Points from IPs/ Contractors;
- Monitoring the implementation of SMPs by Implementing Partners/ Contractors;
- Reporting to the PIU on the implementation of SMPs by IPs/ Contractors as part of the reporting on environmental and social standards (see ESCP) and SecMF;
- Jointly with the SRMC, ensuring the adequacy of IP/ Contractor SMPs, in line with international best practice and in accordance with ISO 31000, Risk Management – Principles and Guidelines;
- Ensuring the SRMC conforms its implementation activities with the provisions of the World Bank's Environmental and Social Standard 2 (ESS 2) on Labor and Working Conditions and ESS4 on Community Health and Safety, in close cooperation with the PIU Environmental and Social Safeguards Team;
- Ensuring conformity with ESS4 on use of security personnel including the principles of proportionality and Good International Industry Practice (GIIP), and applicable law in relation to hiring, rules of conduct, training, equipping and monitoring of security workers (footnote 7.);
- Supporting PIU decision-making processes to disengage project activities due to security considerations;
- Maintaining appropriate information management for all SESRP security related communications, including travel approvals, weekly SITREPs, SMPs and security bulletins;
- Preparing a monthly and Quarterly Security Report for the PIU and the World Bank;

⁵ World Bank, 2018. Environmental & Social Framework for IPF Operations, Assessing and Managing the Risks and Impacts of the Use of Security Personnel. Good Practice Note.

⁶ International NGO Security Organisation

- Ensuring the internal reporting for all relevant security incidents within the Project, logging these in a traceable manner for security audit purposes (all incidents must be reported by the PIU Coordinator to the World Bank Task Team Leader within 48 hours);
- Ensuring and maintaining adequate networking and coordination with other risk management entities, including military and security forces, the UN and International NGO safety organization (INSO) on security risk management and related developments;
- In collaboration with the PIU Coordinator, ensuring appropriate internal training and development security risk management capacity development programme for Project team members by the SRMC; and
- Drafting of Root Cause Analysis and Reporting for all security incidents, in accordance with World Bank requirements.

6. Qualifications and experience

The Advisor should have the following qualifications and experience:

- A Bachelor's degree in Security Studies, Social or Political Science, Public administration, Security management and/or other relevant fields. Having a Master's degree is an added advantage.
- Minimum of eight (8) years of relevant working experience in the security sector, security risk management or similar fields;
- A minimum of five (5) years operational field experience in Somalia;
- Ability to travel widely in Somalia to Regional Project sites;
- Proven ability to work simultaneously at the FMS and Federal levels of Government;
- Demonstrated Team Leadership experience;
- Proven experience in analyzing and reporting security risks and developing security planning for large-scale field operations;
- Experience in providing security risk management training and individual development programmes;
- Detailed experience and understanding of ISO 31000, Risk Management – Principles and Guidelines;
- Strong inter-personal skills and ability to work within and build a team environment, excellent communication and negotiation skills, ability to work effectively and harmoniously within a diverse work environment;
- Ability to adapt and cope with changes and work related pressure;
- Excellent computer skills, including website content management;
- Experience in working on World Bank funded projects would be an asset

Language Requirements

Excellent command of Somali and English language (oral and written)

Duration of Service

The candidate will be engaged on a fulltime basis, initially for a 2 years period with an extension, at the discretion of the PIU Coordinator, based on project duration and the completion of a satisfactory 6-month probation period.

Line of Management

The Security Advisor will report to the PIU Project Coordinator.

Duty Station

Mogadishu, with regular field visits as required.