



Terms of Reference

Vacancy: Special education needs and disability technical advisor

I. General Information	
Post/Title	Special education needs and disability (SEND) technical advisor
Positions Type	Diaspora expert
Date of issue	August 20 th , 2023
Duty Station	Mogadishu, FGS Ministry of Education, Culture and Higher Education (MOECHE) - Department of Schools
Duration of Assignment	12 months
Deadline for applications	10 th September, 2023
II. Background Information	
About the MIDA FINNSOM III, Health and Education Project	
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.	
The MIDA FINNSOM PHASE III – Health & 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.	

III. Duties & Responsibilities

The Federal Government of Somalia's Ministry of Education, Culture and Higher Education (MOECHE), through the technical assistance provided by the IOM MIDA FINNSOM III Health and education project, seeks to build the skills of its special education needs and disability technical advisor.

Under the overall guidance and direct supervision of the Director General of the Ministry of Education, Culture and Higher Education, the expert will be placed at the Department of Schools. The incumbent will be responsible for making the MoECHE an inclusive environment for Special Educational Needs and provide technical advice and support to the MoECHE to offer inclusive education for all, by carrying out the following duties and responsibilities:

- Conduct preliminary need assessment Special educational needs and disability.
- Develop measures aimed at reducing barriers for all disabled students.
- Increase the intake on students with disability at MoECHE.
- Create opportunities for disabled student to access higher education.
- Give guidance to lecturers/tutors and manage the implementation of inclusive education for disabled students as well as creating individual educational plan (IEP) in order to cater for individual needs.
- Support and monitor the operationalization of inclusive education at MOECHE and SNU, including tracking the progress of students with SEND.
- Make recommendations aimed at improving accessibility attainment for all students who have SEND.
- Develop and deliver relevant training on SEND to staff and lectures at MoECHE.
- Create opportunities for lecturers and other management staff to strengthen their knowledge and understanding of SEND so that they can contribute reducing barriers for SEND students.
- Preparing and adapting teaching materials.
- Attending meetings and share notes.
- Liaising with parents, professionals and external agencies.
- Inform and give useful input for the process of revision of the special schools' curriculum;
- Use good practice and lessons learnt to inform national education policy and planning;
- Working as part of a trans-disciplinary team around children, including educators, parents,

caregivers, to enhance understanding about the child and their behaviors, and to collaboratively develop, implement and monitor effective personalized learning plans.

The MoECHE Project Coordinator, the MoECHE M&E Specialist, and IOM's project team will support this assignment through interaction with the qualified expatriate and beneficiary institution.

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. **Transfer of skills:** The main responsibility of the qualified Somali expatriate—which he/she will be measured against—will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution that staff will benefit from this knowledge.
2. **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, MoECHE coordinator, MoECHE M&E Specialist and IOM project team. This work plan can be revised during the assignment to reflect on new developments or changes.
3. **Quarterly and Final Reports:** Quarterly progress reports will be submitted by the expert to the supervisor, MoECHE Coordinator, MoECHE 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.
4. **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.
Area of Study:	Special education needs and disability.
Years of work experience in what area(s):	3-5 years of working experience in activities concerning special education needs and disability.
Languages needed:	▪ Fluent in English. ▪ Fluent in Somali.
General Skills / Other Requirements:	▪ Development of teaching and learning resource materials. ▪ Ability to work in cross-cultural environments with partners and other collaborators. ▪ Problem solving skills.

	▪ Capacities to provide technical inputs into complex projects, in challenging environments. ▪ Ability to interpret strategy, analyze, develop and present work and to monitor and evaluate implementation of programs. ▪ Knowledge of the education, health and social landscape of Somalia. ▪ Strong interpersonal communication and excellent oral communication and writing skills, with strong attention to details. ▪ Ability to work effectively with a broad range of partners and in a team. ▪ High degree of judgment, maturity and originality; Willingness and availability to travel.
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 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. 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 September 10th 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.	
VIII: 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.	

