



Federal Government of Somalia

Ministry of Interior, Federal Affairs and Reconciliation (MOIFAR)

Terms of Reference (ToR)

Position Title:	Monitoring and Evaluation (M&E) Specialist
Assignment:	Support the implementation of FGS-MoIFAR/SSFIII MoU/Workstreams 1, 2, 3 and 4
Location:	Federal Government of Somalia, Ministry of Interior, Federal Affairs and Reconciliation (FGS-MoIFAR)
Duration:	1 Year, renewable subject to funding
Reports To:	Director General (DG)
Sourcing type:	Internal recruitment
Submission deadline:	31 st January, 2025

1. Background

The Ministry of Interior, Federal Affairs, and Reconciliation (MoIFAR) of the Federal Government of Somalia is mandated to oversee critical governance and reconciliation processes within the country. MoIFAR plays a pivotal role in implementing the National Reconciliation Framework (NRF), which aims to resolve decades of civil conflict and promote peace and stability across Somalia. The Ministry collaborates closely with federal and state institutions, civil society organizations (CSOs), and international partners to ensure effective governance and lasting reconciliation.

To further these goals, MoIFAR has partnered with the Somalia Stability Fund III (SSF III), a multi-donor initiative launched in March 2023, to address governance and reconciliation challenges. SSF III operates as a flexible and politically informed platform, prioritizing initiatives aligned with the NRF and adapting to Somalia's dynamic political and governance context. This partnership seeks to support inclusive political agreements, resolve grievances, and strengthen governance systems.

As a key partner in implementing SSF III's initiatives, FGS-MoIFAR has been instrumental in institutionalizing dialogue mechanisms, fostering partnerships between federal and state entities, and engaging CSOs to promote social cohesion. These collaborative efforts aim to align governance practices with reconciliation objectives, ultimately fostering national unity and reducing intercommunal conflicts.

Monitoring and evaluation play a critical role in ensuring the success of SSF III-funded initiatives. The M&E Specialist is a key technical staff member funded by SSF III to support the effective

monitoring, evaluation, and reporting of project activities. The Specialist will work closely with the Project Lead and other stakeholders to collect, analyze, and report on data, ensuring alignment with agreed objectives and identifying opportunities for improvement.

2. Objective

The M & E will:

- Develop and implement robust monitoring and evaluation frameworks aligned with SSF III's overall Results Framework to track project performance.
- Ensure timely and accurate reporting on project outcomes, outputs, and impacts.
- Identify opportunities for learning or recording best practices and actively contributes to SSF III's and FGS MoIFAR's learning and adaptation processes, as well as wider learning events and processes as appropriate.
- Support capacity building within FGS-MoIFAR for effective monitoring and evaluation practices.
- Provide evidence-based recommendations to improve project design and delivery

3. Scope of Work

The M&E Specialist will be responsible for the following tasks:

3.1 Monitoring and Evaluation Frameworks:

- Design and implement M&E frameworks for SSF III-funded activities in alignment with project objectives and the SSF III Results Framework, in close coordination with SSF III's MEL Partner.
- Develop indicators, data collection tools, and reporting templates to monitor progress.
- Conduct baseline, midline, and endline assessments to measure project impact.

3.2 Data Collection and Analysis:

- Collect quantitative and qualitative data from project sites through surveys, interviews, focus groups, and other methods.
- Analyze data to generate insights on project performance and impact.
- Maintain an organized and secure database of project information.

3.3 Reporting and Documentation:

- Prepare quarterly progress reports and a final project report in line with SSF III's reporting requirements.
- Document lessons learned, best practices, and challenges encountered during project implementation.
- Identify opportunities for learning or recording best practices and actively contributes to SSF III's and FGS MoIFAR's learning and adaptation processes, as well as wider learning events and processes as appropriate.
- Ensure all reports are accurate, comprehensive, and submitted on time.

3.4 Capacity Building:

- Train FGS-MoIFAR personnel on M&E tools, methodologies, and best practices.
- Provide ongoing support to enhance the Ministry's capacity for data-driven decision-making.

3.5 Stakeholder Engagement:

- Collaborate with FGS-MoIFAR, SSF III teams, and other partners to ensure alignment of M&E activities.
- Participate in coordination meetings and provide updates on project performance.
- Build partnerships with local institutions to strengthen data collection and analysis capabilities.

4. Deliverables

- Comprehensive M&E framework for SSF III-funded activities.
- Baseline, midline, and endline assessment reports.
- Quarterly progress reports and a final project report summarizing outcomes and recommendations.
- Training materials and records for capacity-building sessions.
- Documented lessons learned and best practices for future programming.

5. Qualifications

- A minimum of a Bachelor's degree in Monitoring and Evaluation, Statistics, Social Sciences, International Development, or a related field; Master's degree preferred.
- At least 5 years of experience in M&E roles, preferably in governance, reconciliation, or development projects.
- Strong analytical skills and proficiency in data collection and analysis tools (e.g., Excel, SPSS, Power BI).
- Experience in designing and implementing M&E frameworks in conflict-affected settings.
- Excellent communication skills in English and Somali, both written and verbal.
- Familiarity with donor reporting requirements and international development standards.

6. Reporting, Supervision and Collaboration

- The M & E Advisor will report directly to FGS-MoIFAR Director General
- The M & E Advisor will Closely work with MoIFAR Chief Programs Coordinator
- The M & E collaborates with the SSF III Country Manager.
- Regular updates will be provided through progress reports and coordination meetings.

7. Terms of Employment

- The role requires frequent travel to project sites across Somalia.
- The M & E must adhere to SSF III's Supplier Code of Conduct and all applicable policies.

8. Application Process

Interested candidates should submit their CV, cover letter, and relevant references by January 31, 2025. Please send applications to info@moifar.gov.so