MINISTRY OF PUBLIC WORKS RECONSTRUCTION AND HOUSING

REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

Country: Federal Republic of Somalia
Project: SOMALI URBAN RESILIENCE PROJECT PHASE TWO (SURP II)
Project ID: P170922
Individual Selection of Consultant
Position: Gender Based Violence Specialist
Application submission Deadline: 17/06/2020 at 15:00 Hrs
Email Contact: pcurrecruitment@gmail.com
Ref: SO-MOPWHR-175672-CS-CQS

1. Project Background
The Government of Federal Republic of Somalia has received a Grant from the International Development Association (IDA) and Multipartner Trust Fund of World Bank to finance Somali Urban Resilience Project Phase II (SURP II), and intends to apply part of the proceeds of this grant towards payments for procuring Individual consultants services in Project Coordination Unit (PCU) at the Ministry of Public Works Reconstruction & Housing.

SURP II will scale up investments within cities where the SURP is currently operational - Mogadishu, Garowe, Kismayo and Baidoa and lay the groundwork for expansion to cities in Galmudug and Hirshabelle states. There are four components: (i) Urban Infrastructure and Services; (ii) Institutional Strengthening and Analytics; (iii) Project Management and Capacity Building; and (iv) Contingent Emergency Response. PCU will be set up at the federal level in the MoPW.

The Ministry of Public-Works Reconstruction & Housing now invites eligible individual consultants to indicate their interest in providing the services. Interested consultants must provide information indicating that they are qualified to perform the services (CV’s, description of similar assignments, experience in similar conditions, availability of appropriate skills, etc.). Selection will be based on qualifications and experience stipulated below.

2. Responsibilities
Responsible for supporting the inclusion of women in project activities, but also to support the preparation of the Gender Based Violence (GBV) Action Plan and ensuring its implementation and monitoring of GBV risk management efforts throughout the Project. Providing technical assistance to the PIUs setting up/improving the project Grievance Redress Mechanisms (GRMs) to ensure it is equipped to handle GBV issues. Providing quality assurance of community engagement activities in the project with regards to ensuring women’s participation and voice in project implementation. Ensuring training is undertaken by all project workers, Codes of Conduct are signed and understood. Ensuring safe, confidential and survivor-centered response services are available to enable care for any affected parties and other specific tasks detailed in the Terms of Reference (TOR) that
can be found at [www.mpwr.gov.so](http://www.mpwr.gov.so) or can be provided submission of application (in person or by e-mail).

3. **Selection Criteria:** The selection shall be based on qualification, experience and skills of the candidate and followed by an interview. The qualifications, experience and competencies include:

**Required qualifications and experience**
- Post-secondary university degree, in social sciences, law, project management, or any other similar discipline;
- At least eight years of overall professional experience;
- At least five years of experience in supervising GBV prevention and response activities;
- At least five years’ experience in conducting awareness campaigns on women's rights, gender equality, GBV, and / or reproductive health considered an asset;
- Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- Good experience in data collection and analysis on GBV;
- Good knowledge of the World Bank's environmental and social safeguard policies;
- Good knowledge of relevant legislation/legal frameworks in Somalia in the area of GBV;
- Excellent command of Somali and strong ability to write reports;
- Knowledge of an additional language (English) would be an asset; and
- A good command of IT tools (word processing, spreadsheets, Internet and Intranet, etc.).

**Desirable qualifications and experience**
- Advanced degree in social studies especially gender studies, or relevant discipline
- Experience managing and supervising staff, consultants and teams
- Knowledge of local dynamics is an advantage
- Female candidates are strongly encouraged to apply

4. **Duration and location of assignment**
The SURP-II Project is already effective and is expected to close on 31 December 2024. The duration of the assignment is renewable one year with a trial period of three (3) months. The renewal is not validated until after the satisfactory performance evaluation of the GBV expert approved by the Employer and World Bank. The position is stationed in Mogadishu.

6. **Selection Method**

A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations.
Interested consultants may obtain further information including detailed Terms of Reference at the following website www.mprw.gov.so and email address pcurecruitment@gmail.com and dg@mpwr.gov.so during office hours, Saturday to Thursday between 8:00am and 15:00pm.

Expressions of Interest must be delivered electronically to the above email address by 17 JUNE 2020 at 15:00 PM and mention “Expression of Interest for Environmental & Social Safeguard Specialist, PCU-SURP II Project”.

Attention: Mohamed N. Hassan, PCU Programme Coordinator, Shingani District, Mogadishu, Somalia.
Email address; pcurecruitment@gmail.com

Ministry of Public Works Reconstruction & Housing

Somali Urban Resilience Project Phase two – SURP II

Project Coordination Unit - PCU

Terms of Reference for

PCU Gender-Based Violence Specialist

1.1 PCU GENDER BASED VIOLENC SPECIALIST

Summary of role
Responsible for supporting the inclusion of women in project activities, but also to support the preparation of the Gender Based Violence (GBV) Action Plan and ensuring its implementation and monitoring of GBV risk management efforts throughout the Project. Providing technical assistance to the PIUs setting up/improving the project Grievance Redress Mechanisms (GRMs) to ensure it is equipped to handle GBV issues. Providing quality assurance of community engagement activities in the project with regards to ensuring women’s participation and voice in project implementation. Ensuring training is undertaken by all project workers, Codes of Conduct are signed and understood. Ensuring safe, confidential and survivor-centered response services are available to enable care for any affected parties.

Reporting structure
The Project Coordination Unit (PCU) Gender-Based Violence Specialist (referred to in cases as the ‘GBV Expert’) reports directly to the PCU Program Coordinator and has technical advisory role for gender related issues of the PCU and the Project Implementation Units (PIUs). The GBV Specialist will coordinate closely with the
Environment and Social Safeguards Specialists at the PCU and the PIUs, as well as with the Community Engagement Officers at the PIUs.

The organogram below indicates in blue the structure of the advisory nature of the gender function in SURP II.

Figure: Organogram of the gender-based violence function in SURP II

5. Gender Specialist

Background and justification

Effectively addressing gender-based violence contributes to the achievement of the World Bank’s twin goals of poverty reduction and shared prosperity by increasing women’s and girls’ ability to participate in society and livelihood opportunities. Gender-based violence (GBV) – including sexual harassment, exploitation and abuse – is a prevalent feature in settings across countries where the World Bank operates; recent estimates by WHO indicate that 35 per cent, or roughly one in three, women worldwide have experienced some form of physical or sexual assault in their lifetime.

GBV includes a range of violations, including i) intimate partner violence; ii) non-partner sexual abuse; iii) harmful practices; iv) human trafficking and v) child sexual abuse. It is expected that the country and regional integration profiles will highlight the most prevalent forms of GBV within each country and provide considerations for how to address these risks most effectively.

The costs of GBV, both direct and indirect, are a staggering burden for households and economies. While the time horizon for reducing gender-based violence is necessarily affected by the need to shift norms and attitudes that underlie GBV given the widespread acceptance of violence against women and girls, it is generally agreed that effective interventions at the programming and project level in several sectors could help change attitudes and behaviors and enhance women’s ability to participate and benefit from development programs. (Ellsberg et al. 2014).

There is recognition as well that development operations, including those supported with World Bank financing can increase or introduce new risks of GBV, including the risks of sexual exploitation and abuse (SEA), as well as sexual harassment (SH). These risks can manifest in different ways by a range of perpetrators linked to the implementation of operations both in the public and private spheres, for example, through the large influx of workers, which may increase risk of transactional sex, change power dynamics at home, contribute to redistribution of land where women are typically excluded from land titles, or the lack of safe ways of facilitating access to work for women.

Identifying and understanding both project-related and existing contextual risks linked to GBV and particularly sexual harassment, exploitation and abuse is important to ensure that Bank-supported projects do not contribute to or exacerbate existing dynamics or vulnerabilities perpetuating violence. This should be accompanied by decisive action to develop appropriate prevention and mitigation measures integrated into project design and to be monitored throughout project implementation.

Preparation of the Somalia Urban Resilience Project II (SURP II) highlights potential project-related risks of SEA/SH that will require protective mitigation measures and establishment of response mechanisms to address. Mitigation measures to be integrated into and monitored throughout the life of the project have been identified in alignment with IASC principles and in according with the World Bank guidance and standards on GBV risk management.

As part of the GBV risk management process, the SURP II Project Implementation Unit (PIU) seeks a GBV specialist, with experience addressing SEA/SH, who will be responsible for supporting the Project Implementation Team in the identification, mitigation and response to these risks as part of project implementation.

**Context of the Project**

**SURP II Project Development Objective**

“To strengthen public service delivery capacity of local governments and increase access to urban infrastructure and services in selected areas.”

**Project Components and implementation arrangements**

Building on the Somalia Urban Resilience Project I (SURP), the second phase has been designed as an urban resilience project that aims to deliver prioritized infrastructure in cities, use country PFM systems at the sub-national level and strengthen municipal government capacity. SURP II will scale up investments within cities where the SURP is currently operational - Mogadishu, Garowe, Kismayo and Baidoa and lay the groundwork for expansion to cities in Galmudug and Hirshabelle states. There are four components: (i) Urban Infrastructure and Services; (ii)
Institutional Strengthening and Analytics; (iii) Project Management and Capacity Building; and (iv) Contingent Emergency Response.

To support environmental and social standards management capacity, and in particular GBV and SEA/H risk management, a GBV Specialist will be recruited to the Project Coordination Unit (PCU). There will further be close coordination with FMS, Municipalities, PIUs and stakeholders addressing these issues for the implementation of the project. The PCU GBV Specialist will also liaise in particular with a GBV technical expert and Senior Social Development Specialist within the World Bank team.


**National context in relation to GBV**

GBV is widespread in Somalia, and considered to be a major obstacle to equality, peace and development in the country. Despite the lack of comprehensive and reliable national population based GBV prevalence data, information that does exist indicates that GBV is common in the lives of women and girls across the life course in Somalia, with some forms of GBV endemic. Intimate partner violence and sexual violence, the most prevalent types of GBV globally, are both commonplace in the lives of Somali women and girls. FGM/C has in the past been near universally practiced.

Some forms of GBV are normative in Somalia, including Female Genital Mutulation/Cutting (FGM/C), child marriage and some intimate partner violence behaviors, in particular a man’s use of physical violence to discipline or control his wife under certain circumstances. Other normative forms of GBV in Somalia include cultural practices of abduction and forced marriage and widow inheritance. The extent to which each type of GBV is practiced and normative varies across and within the three regions of the country, and there are indications of apparent shifts in beliefs and attitudes that support FGM/C, child marriage and intimate partner violence within Somalia, as discussed in more detailed in the next section. However, in the absence of reliable quantitative and qualitative research, it is hard to assess the degree of attitudinal change.

Conflicts, disasters and insecurity have in the past, and continue to, exacerbate risks associated with child marriage and intimate partner violence in Somalia. The effects that displacement has on increasing GBV risks and rates among internally displaced and refugee communities globally is increasingly recognized, and evidence points to a similar escalation of violence against women catalysed by conflict and  

---

climate-related displacement and associated stressors in Somalia. Child marriage has been adopted as a past coping strategy for drought-affected families in response to acute economic insecurity, and the altered economic and social dynamics resulting from displacement have been linked to increased intimate partner violence perpetration among displaced populations in Somalia.

As well as exacerbating child marriage and intimate partner violence, conflict and disaster-related displacement magnifies sexual violence risks for women and girls in Somalia. Women and girls are at amplified risk of sexual assault during movement to new areas and once settled in displaced settings. Unsafe environments, eroded protection mechanisms and social cohesion, and a lack of safe livelihoods options all increase the incidence of opportunistic sexual violence perpetrated in and around displaced settings when women and girls are collecting water, firewood and other resources, and when in public spaces and accessing public facilities.

Sexual exploitation and abuse of children and women by people in positions of authority and power are reportedly common in Somalia, and as elsewhere, linked to poverty, insecurity and impunity. Although the issue remains under-researched due to the significant sensitivities associated with it, there is evidence of high levels of sexual exploitation and abuse by domestic and foreign security forces and by civilians. Anecdotal evidence from humanitarian and development agencies indicate that sexual exploitation and abuse is a largely unreported and significant problem in the country.

Ongoing insecurity in the country coupled with the increase in climate-related shocks and disasters are likely to create ongoing population displacement, further entrenching poverty among internal migrants and increasing exposure to GBV risks. Displaced, migrant and women from minority clans, or with no clan affiliation, are at particular risk of sexual exploitation and abuse and sex trafficking because of the double discrimination they face due to their economic and social vulnerability, discrimination and lack of access to protective resources and redress mechanisms.

---

9 Human Rights Watch (2014)
Sexual violence, along with other violence, is said to have become normalized in Somalia. This apparent normalization appears to be the result of sustained exposure to elevated levels of sexual violence over past decades compounded by the lack of national and community-level communication, discussion and dialogue about sexual violence and other forms of GBV. This combination of high levels of exposure and low levels of public and private discourse have created an environment which not only enables violence against women and girls to continue, but also curbs national and community-level awareness, commitment and action to do something about it.

In addition to existing contextual risks of GBV in Somalia, the following factors, which may contribute to creating or exacerbating the risks of GBV, including SEA/SH, have been identified under the second phase of the SURP and are still relevant for the intended third phase:

- **Abuse of power and discrimination in priority-setting and community engagement processes:** Women, girls and other groups that have less power and status such as people with disabilities, unmarried women/girls, women and girls associated with armed groups/forces, displaced/returning individuals and families and minority ethnic/clan groups are more likely to be invisible or hidden in community consultation and engagement processes. Additionally, patriarchal norms in Somali society often lead women and girls – of all groups – to be left out of community discussions or to have their needs and priorities silenced. This exclusion from spaces of voice, agency and decision-making can lead to decisions that further harm or marginalize them.

- **Patriarchal norms that lead to specific, normative, designs based on male, able-bodied models and priorities in traditional master plans:** In urban design and planning projects – including road construction – and/or adherence to current neighborhood plans – women and girls’ exclusion from planning and design spaces can result in permanent designs and urban infrastructure that either ignores, or exacerbates, women and girls’ risks of GBV/SEA in the city and/or when accessing urban services. For example, primary roads located too close to areas where women and girls need to go for services, including I the evening. Secondary roads important for women and girls’ use (for example, to access/fetch local water resources or markets) but that are poorly lit, or overly isolated from sufficient protective foot traffic.

- **Abuse of power, including sexual exploitation and abuse and bullying, in hiring, employment, and retention practices:** Hiring and employment practices that seek to increase the number of women in different employment positions – from skilled labor in Ministries and within contractors (i.e. engineers) to community engagement officers – can expose women to incidents of sexual exploitation (pressure to perform sexual acts in exchange for work), harassment, or violence; for example when moving about communities and/or engaging with male leaders and/or community members. Additionally, unequal gender norms and harmful beliefs (such as the idea that

---

11 International Alert/CISP (2015)
a woman moving about on her own might not have clan protection and is a legitimate target for abuse, harassment, violence, etc.) run the risk of creating hostile environments for female staff members at both the skilled and unskilled levels. In those situations where female staff – skilled and unskilled – have less time available for traditional gender role related duties in the household such as childcare, there is also a risk of increased IPV as household members push back.

- **Abuse of power, including sexual exploitation and abuse, in dissemination of accurate information on available services and avenues for grievance redress:** Misinformation or lack of information throughout the components of the project can lead to harm and violence towards different strata of communities, especially those with less agency and power. For example, community engagement officers may charge families a nominal fee to participate in engagement processes for their own economic benefit when the engagement process is designed to be free. Information and education dissemination activities must engage and reach out to all within society; corresponding monitoring and safeguards, such as grievance redress mechanisms can mitigate some of this risk.

- **Community conflict resolution approaches can lead to more harm, including against survivors who report GBV/SEA experiences:** Community or local governance resolution processes might reinforce gender inequality pushing for resolutions that widen inequalities, are not survivor-centered and may lead to impunity and more harm to a survivor (through marriage to a perpetrator, re-victimization or other consequences).

The SUPR II project was assessed to be High Risk. Consequently, the Project will need to put in place certain measures in order to mitigate the risks of GBV and generally comply with the standards and good practices to address GBV risks, including those developed in the World Bank’s SEA/SH Good Practice Note.

As part of this process, the following measures will be put in place to enable management in a satisfactory manner the mitigation and response to GBV risks linked to project implementation.

Key measures will include among others:

- Mobilization of a GBV Expert within the SURP II and if needed, occasional recruitment of consultants to support the GBV Expert;
- A mapping and quality assessment of GBV support services available with a minimum package of services provided where necessary to inform development of referral pathways for the project;
- Consultations with female beneficiaries at the community level;
- Awareness raising and sensitization of neighboring communities on GBV issues and the potential risks associated with the project as well as on the risk mitigation measures implemented in the project implementation areas;
- The training on and signing of Codes of Conduct by all the people working on the project that include specific measures related to SEA/SH;
The establishment of a gender- and GBV-sensitive grievance management mechanism (GM) that will be considered by the project, including development of response protocol should cases of SEA/SH and GBV arise;

Training on GBV provisions for workers in companies as well as for community actors, such as focal points linked to local complaints management committees, and other stakeholders; and

Continuous training of project staff on GBV, the appropriate response to cases of GBV, and the implementation of the code of conduct and the GM;

Development of a SEA/SH Prevention and Response Action Plan that consolidates information related to key risks, mitigation measures, referral pathways and protocols, an Accountability and Response Framework, a Reporting and Response Framework, and training and sensitization requirements;

Ensuring procurement processes, where relevant, include evaluation of GBV/SEA/SH risk management requirements, including consideration for associated costs;

Ensure associated GBV expertise is built into capacity of supervision consultant – this could include hiring of additional technical expertise or in-depth training of associated staff on GBV risk management requirements;

Enabling financing for contracting of GBV service providers to support the project;

Integrating oversight of implementation of GBV risk management requirements in the responsibilities of a Third Party Monitor

Scope of Work

Objectives
The general objective of this position is to support GBV Risk Management Requirements including additional identification, prevention, risk mitigation, and response to GBV risks, including SEA/SH, related to project implementation.

The specific objectives of the GBV Expert's mandate are as follows:

- Help the project to identify any additional GBV / SEA/SH risks linked to the implementation of the project and to develop risk mitigation strategies through the integration of risks and related mitigation measures in key safeguard instruments, such as the project Environmental and Social Management Framework;

- Support the project in the implementation and coordination of prevention, risk mitigation and response activities, by supervising the contracts of service providers and services of any additional GBV specialist consultants, ensuring the ethical and appropriate implementation of the GM, by collaborating with the other members of the Project Implementation Unit (PMU), especially the Environmental and Social Safeguard Specialists, and by coordinating the actions planned with the project partners and the government structures involved in its implementation; and
• Support the PIU in the monitoring and evaluation of activities related to prevention, response, and mitigation of GBV risks, by ensuring the ethical monitoring of key indicators related to prevention and response activities and the operation of GM, and contributing to the periodic reports and to the SEA/SH Prevention and Response Action Plan.

**Key tasks of the GBV Specialist**

Under the authority of the Project Coordinator, the GBV Expert will ensure that considerations related to GBV risks are taken into account in the implementation of all the activities of the SURP II.

The specific tasks of the GBV Expert within the PCU can be summarized as follows:

1. **Identification of GBV / SEA/H risks and design of risk mitigation strategies for the project:**
   - Contribute where relevant/needed to the development of GBV aspects of key safeguard requirements, and ensure the integration and implementation of risk mitigation measures for GBV / SEA/ H in key instruments, including any updates to the Environmental and Social Management Framework (ESMF), which also includes the GBV Action Plan; the Environmental and Social Management Plan (ESMP); the Labor Management Plan (LMP); the Security Management Plan (SMP); and the Stakeholder Engagement Plan (SEP);
   - Ensure that the GBV risk assessment is integrated into the social assessment that is part of the C / ESMP which will be carried out during the preparatory phase of the project and is also updated throughout the implementation of the project and in developing or adapting the GBV Action Plan; and
   - Contribute to the monitoring and evaluation of the GBV elements of the environmental and social safeguard documents prepared within the framework of the project.

2. **Implementation and coordination of prevention and response activities as well as risk mitigation:**
   - **Supervision of service provider contracts:**
     - Contribute to the integration of specific GBV clauses in the Bidding Documents (SBD) and / or Quotation Request Files, as well as in the contracts, in the terms of reference and in the service provider codes of conduct (companies, control missions, etc.); and
     - Contribute to the evaluation of the providers’ bidding documents in order to ensure that the effectiveness of the contractor's GBV risk mitigation plan is taken into account.
     - Develop and conduct training activities for all project workers to raise awareness of GBV/SEA/H, expectations for behavior under Codes of Conduct and sanctions for breach of CoCs related to GBV/SEA/H
b) Supervision of consultants or NGOs specializing in GBV:

- Contribute to the development of terms of reference for the recruitment of GBV consultants or NGOs who can be hired to support the implementation of GBV prevention and response activities, including risk mitigation measures, for the attention of the communities affected by the project and the staff of SURP II and of the various construction sites open in the project intervention areas;
- Supervise all of activities of technical specialists, which could include the development and validation of quality service mapping, community consultations, stakeholder training, awareness campaigns, and close monitoring of partners and project staff; and
- With the support of technical specialists where necessary, ensure the development and implementation of a GBV training plan throughout the project, which will include, among others, workers, project staff, as well as community actors, and who will address the risks of GBV, the appropriate and ethical response to cases of GBV, and the implementation of the Code of Conduct.

c) Support for the implementation of the grievance mechanism (GM):

- Ensure coordination and implementation of the GM on GBV-related issues within the framework of the project, including identification of dedicated channels for safe, confidential reporting cases of SEA/SH, development of a response protocol for GBV cases, ensuring a “survivor-centered” approach” in the project to ensure that survivors of GBV incidence receive medical, psychosocial and legal assistance in accordance with their needs, subject to the consent of the survivor, while respecting their right to confidentiality and safety (this will include regular monitoring in the field to verify the proper functioning of the GM, the appropriate entry leads, and the quality of services in the referral circuit); and
- Ensure compliance with the guiding principles regarding confidentiality and safety in the ethical collection, storage, and sharing of data related to GBV complaints.

d) Coordination and collaboration:

- Collaborate with the other experts of the PCU, in particular the environmental and social safeguard specialists, within the framework of their activities;
- Participate in periodic project coordination meetings and, if necessary on site, in order to collect feedback from companies and providers on the implementation of the GM, in order to be able to adapt the mechanism using lessons learned; and
- Inform and involve, where appropriate, government structures at the level of intervention on GBV risk mitigation activities and measures carried out within the framework of SURP II.
3. Monitoring and evaluation:

a) Monitoring of various activities and indicators:

- Put in place the monitoring and evaluation plan for activities relating to the prevention and management of GBV cases, in coordination and with the support of the monitoring and evaluation specialist from the World Bank, together with performance indicators and their target values, which will allow the GBV Expert to systematically and in accordance with the guiding principles and good practices, collect feedback from the community on the functioning of the GM and other survivor-related care;
- Support the monitoring of indicators relating to the functioning of the GM, in particular concerning the reporting and follow-up of GBV complaints related to the project (this must be done while respecting the response protocol for GBV cases and the guiding principles for case management of GBV);
- On the basis of the information collected directly and provided by the supervision consultants, keep up to date and share periodically a monitoring tool (e.g., table) summarizing the information relating to the contracts of service providers or consultants relating to GBV, signing of Code of Conduct (CoCs) and training dates for workers in the companies and also for project staff; and
- Document the good practices or success stories experienced following the implementation of GBV risk mitigation measures.

b) Analysis of data and activities:

- Evaluate project activities to assess the adequacy with national and World Bank requirements in terms of prevention and management of GBV cases;
- Analyze key gaps between achievements and targets and make any appropriate recommendations to improve performance in terms of prevention and management of GBV cases; and
- Propose adjustments to program activities for the prevention and management of GBV cases and the appropriate measures to ensure their proper execution.

c) Reporting:

- The GBV Expert will prepare monthly, quarterly and annual activity reports summarizing progress of the implementation of GBV risk mitigation measures for the project and the services of the companies and support consultants to be integrated into the preparation of monthly, quarterly and annual activity progress reports of the project’s environmental and social safeguarding aspects. These reports will take stock of the achievements of the month, quarter or year, will present the main issues raised and the solutions provided, together with the strengths and weaknesses of the actions carried out. Said reports will be due no later
than seven (7) days, fifteen (15) days and one month respectively after the end of each period concerned.

- Contribute to the preparation of annual action plans, as well as to the drafting of periodic project reports (monthly, quarterly and annual) and ensure that GBV aspects are adequately taken into account in said reports.

**Other necessary activities**

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified.

**Duration and location of assignment**

The SURP-II Project is already effective and is expected to close on 31 December 2024. The duration of the assignment is renewable one year with a trial period of three (3) months. The renewal is not validated until after the satisfactory performance evaluation of the GBV expert approved by the World Bank.

The position is stationed in Mogadishu at the Federal Ministry of Public Works, with travel required throughout Somalia to cities where Project works are managed undertaken.

**Required qualifications and experience**

- Post-secondary university degree, in social sciences, law, project management, or any other similar discipline;
- At least eight years of overall professional experience;
- At least five years of experience in supervising GBV prevention and response activities;
- At least five years’ experience in conducting awareness campaigns on women's rights, gender equality, GBV, and/or reproductive health considered an asset;
- Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- Good experience in data collection and analysis on GBV;
- Good knowledge of the World Bank's environmental and social safeguard policies;
- Good knowledge of relevant legislation/legal frameworks in Somalia in the area of GBV;
- Excellent command of Somali and strong ability to write reports;
- Knowledge of an additional language (English) would be an asset; and
- A good command of IT tools (word processing, spreadsheets, Internet and Intranet, etc.).

**Desirable qualifications and experience**

- Advanced degree in social studies especially gender studies, or relevant discipline
- Experience managing and supervising staff, consultants and teams
• Knowledge of local dynamics is an advantage
• Female candidates are strongly encouraged to apply

Selection Method