



Senior Policy & Strategic Advisor

Terms of Reference (ToR)

1. Introduction

The National Transformation Plan (NTP) 2025–2029 represents Somalia's most ambitious framework for achieving inclusive and sustainable development. Its success, however, depends on a fundamental shift from fragmented, sectoral policymaking to a cohesive "Whole-of-Government" approach. Currently, the operational landscape is characterized by siloed ministries and agencies, leading to overlapping mandates, policy inconsistencies, and inefficient implementation. This fragmentation not only dilutes the impact of reforms but also risks undermining public trust and the NTP's core objectives.

The Transformational Governance Programme (TGP) is the key mechanism to address this, with its first output dedicated to "Strengthened Whole-of-Government Leadership and Coordination." The Office of the Prime Minister (OPM), as the central axis of government, requires a unique capability to enforce strategic coherence, resolve cross-sectoral conflicts, and ensure all national efforts are harmonized.

The Senior Policy & Strategic Advisor is established as the cornerstone of this effort. Embedded within the OPM's Policy and Strategic Programming Unit (PSPU), this role functions as the central integrator for the government's reform agenda. The Advisor will not operate in isolation but will be the critical link that binds the core units of the OPM together. The Advisor will work in tight synergy with the Policy and Legal affairs Unit, the Project Management Unit (PMU), the Central Delivery Unit (CDU), and other senior technical advisors—including the Decentralization & Federalism Policy Consultant and the Social Development Advisor.

This close collaboration is strategic and non-negotiable. It ensures that:

- High-level policy direction from the PSPU is effectively translated into actionable plans and projects by the PMU.
- Performance data from the CDU directly informs strategic policy adjustments.
- Critical thematic priorities—such as federalism, social inclusion, and digital governance—are woven into the core of all national strategies, rather than being standalone initiatives.

By serving as this central nexus, the Senior Policy & Strategic Advisor will ensure that the entire machinery of government is aligned, evidence-driven, and collectively accountable for delivering the transformative results promised to the Somali people.

2. Objectives

The Senior Policy & Strategic Advisor will pursue the following key objectives:

Provide Authoritative Strategic and Policy Advisory Services: Serve as a primary source of high-level, evidence-based policy advice to the OPM leadership on governance, economic reform, and public administration, enabling rapid and informed decision-making.

Strengthen Whole-of-Government Policy Coherence: Lead the development and institutionalization of frameworks and mechanisms that ensure all sectoral and ministerial policies are aligned with the NTP's strategic priorities, eliminating duplication and fostering synergies.

Drive Strategic Alignment of Sectoral Plans and Resources: Guide ministries and agencies to align their strategies, budgets, and performance indicators with NTP outcomes, ensuring strategic consistency and quality assurance.

Enhance Core Coordination Mechanisms within the OPM: Strengthen the functional linkages between the PSPU, the Central Delivery Unit (CDU), and the Project Management Unit (PMU) to ensure a unified and efficient approach to governance reform and performance monitoring.

Foster a Culture of Evidence-Based Policymaking and Foresight: Institutionalize the use of policy analysis tools, data-driven decision-making, and strategic foresight within the OPM to anticipate emerging challenges and opportunities.

Facilitate High-Level Policy Dialogue and Partnerships: Act as a key liaison to ensure coordination and strategic alignment between the Government of Somalia and its development partners on policy priorities.

Objectives

The Senior Policy & Strategic Advisor will achieve the following key objectives:

Provide Authoritative, Strategic, and Policy Advisory Services: Serve as a senior policy advisor to the OPM leadership, synthesizing evidence from across sectors to inform decisions on governance, economic reform, and public administration. Provide rapid, accurate, and high-level advice on emerging policy challenges.

Strengthen Whole-of-Government Policy Coherence: Lead the development and institutionalization of a Strategic Policy Framework to align all sectoral and ministerial policies with NTP priorities, ensuring that government actions are synergized and duplication is eliminated.

Drive Strategic Alignment of Sectoral Plans: Guide ministries and agencies in aligning their sectoral strategies, budgets, and performance indicators with NTP outcomes. Provide quality assurance to ensure alignment with overarching national goals and performance frameworks.

Enhance Coordination Mechanisms across Government Units: Strengthen coordination between the PSPU, CDU, and PMU through integrated work plans, shared data systems, and performance monitoring mechanisms, ensuring a unified approach to governance reform.

Foster Evidence-Based Policymaking and Strategic Foresight: Institutionalize policy analysis tools, data-driven decision-making, and foresight methodologies within the OPM to anticipate emerging risks, identify strategic opportunities, and inform adaptive policy design.

Promote Strategic Partnerships and Policy Dialogue: Facilitate coordination between government and development partners on policy priorities, ensuring that external assistance aligns with national strategies and contributes to coherent policy implementation.

Duties and Responsibilities

Strategic Policy Formulation and Analysis

Conduct in-depth policy analysis on cross-cutting national issues, including governance reform, fiscal policy alignment, economic diversification, and digital transformation.

Lead the preparation of strategic policy briefs, Cabinet memoranda, and discussion papers to support executive decision-making.

Review and provide inputs to major policy initiatives and development frameworks prepared by line ministries to ensure strategic consistency with the NTP and TGP.

Advise the Prime Minister's leadership team on systemic governance challenges and propose actionable solutions.

Framework Development and Plan Alignment

Lead the development of the Comprehensive Strategic Policy Framework (SPF) for the Government of Somalia, defining standards, methodologies, and tools for policy formulation.

Coordinate and chair inter-ministerial technical committees to review sectoral plans and ensure their consistency with the NTP's vision, targets, and performance indicators.

Develop and maintain a Policy Alignment Tracker to monitor the coherence between ministerial strategies and national priorities.

Ensure that the government's annual work plans and budgeting processes are aligned with the NTP's strategic priorities.

High-Level Coordination and Advisory Support

Provide daily technical and strategic support to the OPM leadership, particularly to the NPD, Chief of Staff, and heads of the PSPU, PMU, and CDU.

Facilitate joint policy planning sessions and retreats among ministries and agencies to address coordination bottlenecks and promote collective accountability.

Support the design and institutionalization of policy coordination mechanisms, including standard operating procedures for inter-ministerial policy clearance and review.

Act as the primary liaison between the OPM and development partners to ensure alignment of donor-funded programmes with national strategic priorities.

Monitoring, Reporting, and Strategic Knowledge

Develop and oversee the implementation of performance indicators for policy coherence and coordination under the TGP M&E framework.

Produce quarterly policy analysis reports identifying systemic issues, lessons learned, and opportunities for strategic intervention.

Coordinate the preparation of the Annual Policy Synthesis Report, presenting progress on policy coherence and the effectiveness of coordination mechanisms.

Facilitate strategic knowledge sharing across the OPM and line ministries through policy dialogues, workshops, and the dissemination of analytical products.

Capacity Building and Institutional Strengthening

Design and deliver targeted training for government officials on evidence-based policymaking, policy coherence, and results-oriented planning.

Mentor PSPU staff to enhance analytical capacity, foresight skills, and inter-ministerial collaboration.

Develop and maintain a repository of key policy instruments, frameworks, and reference materials to support institutional learning.

Knowledge Management and Communication

Establish and maintain a central repository of key policy instruments, strategic frameworks, and reference materials to support institutional learning and continuity.

Facilitate strategic knowledge sharing across the OPM and line ministries through policy dialogues, technical workshops, and the dissemination of high-quality analytical products.

Institutional Arrangements

1. Reporting Lines: The staff will work under the direct supervision of the PS within the Office of the Prime Minister, with secondary reporting to the designated NPD.
2. Progress Reporting: The IC will maintain close communication with the supervisors through regular briefings and written progress updates. All deliverables are subject to review and approval by the PS and DPS.
3. Logistical Support: The PMU will facilitate access to key stakeholders and relevant documents.

F. Duration of the Work

The assignment is for a period of 12 months from 15 November 2025 to 15 November 2026.

G. Duty Station - Office of the Prime Minister (OPM), Somalia

Qualifications

- Advanced university degree (master's or higher) in Public Policy, Economics, Political Science, Public Administration, or a closely related field.
- Minimum of 12 years of progressively responsible experience in strategic policy development, high-level government coordination, or governance reform.
- Proven and direct experience providing policy advice to senior government leaders, Cabinet-level officials, or the executive management of international organizations.
- Demonstrated expertise in leading policy coherence initiatives, strategic planning processes, and facilitating inter-ministerial coordination mechanisms.
- Strong analytical background with proven skills in evidence-based policymaking, policy evaluation, and institutional reform.
- In-depth knowledge of Somalia's socio-political, economic, and institutional context is required; experience working in post-conflict settings is highly desirable.

H. Core Competencies

- Strategic Thinking: Ability to anticipate policy implications, assess systemic risks, and provide long-term strategic guidance.
- Leadership and Influence: Proven ability to lead reform processes, foster collaboration, and influence decision-making at the highest levels.
- Analytical Excellence: Strong capacity for synthesizing complex data and information into actionable policy recommendations.
- Communication: Superior writing and presentation skills in English and Somali; ability to communicate policy ideas persuasively to technical and non-technical audiences.
- Diplomacy and Coordination: Skilled in managing relationships across institutions, partners, and development agencies.
- Integrity and Accountability: Demonstrated ethical conduct, professionalism, and commitment to public service values.

- Innovation and Adaptability: Capacity to respond to emerging challenges with creative and adaptive policy solutions.