



Terms of Reference (ToR)

Social Development Advisor

A. Background

The Transformational Governance Program (TGP) is a strategic intervention designed to operationalize Somalia's National Transformation Plan (NTP) 2025–2029. A central pillar of this vision is ensuring that national development is inclusive, equitable, and leaves no one behind. While economic and governance reforms are critical, their success is ultimately measured by the tangible improvements in the lives of all Somali citizens, particularly the most marginalized—including women, youth, persons with disabilities, and rural communities.

To address this, the Office of the Prime Minister (OPM), through the TGP and its Policy and Strategic Programming Unit (PSPU), requires senior technical expertise to ensure social inclusion is mainstreamed across all government initiatives. The Social Development Advisor is established under **TGP Output 2: Institutional Capacity Development**, with a specific focus on ensuring that governance reforms deliver equitable social outcomes, enhanced citizen participation, and greater gender equality.

Furthermore, the Social Development Advisor will work closely with OPM's social development pillar, the Project Management Unit (PMU), and other technical teams to integrate social development principles—such as inclusion, gender equality, and community participation—into the broader governance reform agenda. This close collaboration is essential to ensure that all policies are evidence-based, operationally feasible across different levels of government, and ultimately contribute to Somalia's long-term vision of a stable, unified, and development-oriented federal state where every citizen has a stake in the nation's transformation.

The Advisor will provide the OPM with the strategic analysis and technical guidance needed to achieve this integration. By strengthening inter-ministerial coordination and building government capacity, the Advisor will help institutionalize social inclusion as a core metric of Somalia's national transformation.

B. Objectives and Scope of Work

The primary objective of the Social Development Advisor is to provide senior technical expertise to the OPM on mainstreaming social inclusion, gender equality, and citizen participation into the core of the TGP and NTP implementation. Specifically, the Advisor will:

- 1. Provide Strategic Expertise on Inclusive Policy Design:** Serve as the OPM's primary technical advisor on policies related to social inclusion, gender equality, and youth empowerment, translating global best practices into actionable strategies for Somalia.
- 2. Lead the Development of National Social Inclusion Frameworks:** Formulate and operationalize key national strategies, including the National Gender and Social Inclusion (GESI) Framework, to provide a coherent roadmap for government-wide action.
- 3. Strengthen Coordination for Social Development:** Establish and facilitate structured collaboration between key ministries and stakeholders to ensure a harmonized approach to social policy.
- 4. Enhance Social Monitoring and Accountability:** Integrate robust social inclusion and gender indicators into the TGP's M&E system to track equity in outcomes and inform adaptive management.
- 5. Foster Institutional Capacity and Policy Dialogue:** Build the technical capacity of government counterparts and convene national dialogues to promote inclusive development thinking.

C. Description of Activities

1. Provide Strategic Expertise on Inclusive Policy Design

- Conduct in-depth analyses of social development, gender, and youth policies to identify systemic gaps and barriers.
- Provide written policy advice and strategic recommendations to the OPM leadership on integrating social inclusion objectives into all national initiatives.
- Review sectoral strategies and project proposals for their alignment with the NTP's equity goals.

2. Lead the Development of National Social Inclusion Frameworks

- Draft a comprehensive National Gender and Social Inclusion (GESI) Framework, including strategic priorities, indicators, and an implementation roadmap.
- Support line ministries (MoLSA, MoPIED, MoWHRD) in reviewing and updating national policies on social protection, youth employment, and gender equality.
- Ensure social development perspectives are integrated into national budgeting and planning processes.

3. Strengthen Coordination for Social Development

- Establish and coordinate an Inter-Ministerial Working Group on Social Development to harmonize government-wide efforts.
- Foster collaboration with civil society, the private sector, and development partners to leverage resources and advocacy for social outcomes.
- Support intergovernmental coordination between the Federal Government and FMS on social policy implementation.

4. Enhance Social Monitoring and Accountability

- Work with the TGP Data and M&E Specialist to design and integrate social inclusion and gender indicators into the program's Results Framework.
- Develop analytical reports and policy briefs that track trends in inclusion, gender gaps, and youth participation.
- Produce Quarterly Advisory Notes summarizing the social dimensions of TGP implementation.
- Work collaboratively with the TGP Data and M&E Specialist to design a set of consolidated social inclusion and gender indicators.
- Integrate these indicators into the core TGP M&E system to track the program's impact on equity and inclusion.
- Compile and submit a comprehensive final report that synthesizes achievements, lessons learned, and provides forward-looking recommendations for sustaining social inclusion efforts.

5. Foster Institutional Capacity and Policy Dialogue

- Design and conduct capacity-building workshops for ministry focal points on gender mainstreaming, participatory planning, and social impact assessment.
- Mentor social policy specialists within the PSPU to strengthen institutional learning.
- Develop toolkits and practical guides on integrating GESI into planning and monitoring systems.

6. Generate and Disseminate Strategic Analysis:

- Research, write, and present high-quality semi-annual analytical briefs on pressing social development themes (e.g., youth unemployment, gender in public services) to inform policy decisions.
- Produce and circulate concise quarterly advisory notes to OPM leadership, tracking and reporting on progress and challenges related to youth engagement, community participation, and gender equality within TGP initiatives.

E. Institutional Arrangements

1. Reporting Lines: The Advisor 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

Education:

- Advanced degree (Master's or higher) in Sociology, Social Development, Gender Studies, Public Policy, or a related discipline.

Experience:

- Minimum of 10 years of progressively responsible experience in social policy, gender mainstreaming, youth empowerment, or community-driven development.

- Proven experience working within government, international organizations, or large-scale development programs focusing on inclusion and human development.
- Demonstrated ability to design and implement national frameworks or policies related to social inclusion and gender equality.
- Strong knowledge of Somalia's socio-political and institutional context, particularly regarding governance, gender, and community participation.
- Experience in coordinating multi-stakeholder initiatives and facilitating high-level policy dialogue.

Corporate Competencies:

- Demonstrates integrity and promotes the vision, mission, and strategic goals of the OPM.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

Managerial:

- Ability to work independently and manage competing priorities with tact and discretion.
- Excellent coordination and networking skills to work effectively with high-level government officials, UN staff, and development partners.
- Strong leadership and facilitation skills, with a proven capacity to manage inter-ministerial working groups.