



# The Heritage Institute for Policy Studies

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## Somalia Labor Technical Expert

Organization: Heritage Institute for Policy Studies (HIPS) and City University Mogadishu

Job Title: Somalia Labor Technical Expert

Contract: Consultancy

Location: Mogadishu with travel throughout Somalia

Remuneration: To be negotiated

Start Date: 1 June 2019

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A consortium consisting of the Heritage Institute for Policy Studies (HIPS) and City University (CU) is seeking a **Somalia Labor Technical Expert** to lead a sector-specific component of a larger research project – a multi-disciplinary and multi-sectoral research exercise funded by the *Somalia Stability Fund (SSF)* that is intended to produce a national human capital development strategy for Somalia. The project also seeks to harmonize the existing efforts of human capital development stakeholders in the country, both at the federal and member state levels.

The Somalia Labor Technical Expert will join a team of HIPS and City University researchers working on human capital development related thematic areas and indicators including education, health, labor and technical and vocational training (TVET) as well as productive and employment generating sectors such as fisheries, livestock, trade and commerce.

The successful candidate will delve deeply into the state of human capital in Somalia as it relates to the labor sector, gathering information via a literature review, focus group discussions and in-depth interviews. The labor expert will identify strengths, weaknesses, opportunities and threats facing the sector and suggest how it could be developed to support skills development and jobs. The expert will also review existing policies, programs, education, TVET and skills-building efforts by all levels of government, the private sector and external partners. The end result of this research will be a comprehensive report on the state of the labor sector as it relates to human capital development.



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In summary, the labor expert will:

- a) Map challenges affecting human capital development in Somalia;
- b) Determine the key assets and resources for the development of human capital in the labor sector;
- c) Analyze the key stakeholders, partners and processes influencing human capital development in the labor sector;

## **KEY DELIVERABLES**

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| <p><b><u>Literature Review</u></b></p> <ul style="list-style-type: none"> <li>• Conduct literature reviews of existing labor and employment related policies, data, plans and strategies</li> <li>• Review other national strategies for labor skills building, education, training, TVET, human resource development and improving productivity in the labor force</li> </ul>  |  |
| <p><b><u>Field work, data collection and analysis</u></b></p> <ul style="list-style-type: none"> <li>• Collect relevant data on labor and employment training, programs and practices on the national and regional levels</li> <li>• Explore growing trends in the service sectors and identify emerging employment opportunities</li> <li>• Develop a strategy along with the consortium research team to draw relevant data from existing reports and where feasible collect new data on skills building in the labor sector</li> <li>• Establish cordial working relations and liaise with the federal and member states' ministries of labor, cooperatives, universities, TVET program providers and other stakeholders</li> <li>• Contribute to the project deliverables</li> <li>• Conduct key informant interviews and focus groups with stakeholders</li> <li>• Assist with aggregation and analysis of the data</li> </ul> |  |
| <p>Submit a 25-35 page report that discusses and summarizes the research findings. The report should highlight existing training programs, skills deficits, and impact of those deficits and best practices. It should also include recommendations to shape the human capital development strategy for the labor sector</p> <ul style="list-style-type: none"> <li>• Lead discussions and present analysis of the findings</li> </ul>  |  |



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## **Qualifications**

### **The successful candidate must have:**

- Masters degree or a PhD in human resources, social sciences, labor economics, statistics or a related field;
- Strong background and experience in data collection and analysis;
- Qualitative and quantitative analytical skills including experience in large data gathering and analysis;
- Technical expertise in assessing issues of labor market demand and supply in Somalia and the ability to draw strong and valid conclusions;
- Strong knowledge of TVET programs;
- Strong interpersonal, communications and networking skills;
- Fluency in English and Somali;
- Ability and willingness to travel throughout Somalia
- Demonstrable report writing capabilities.

### **How to apply:**

Send a CV, cover letter, writing sample and two references to: [info@heritageinstitute.org](mailto:info@heritageinstitute.org). Please include Somalia Labor Technical Expert in the subject heading. Only shortlisted applicants who meet the required qualifications will be contacted.

HIPS and City University are equal opportunity employers and therefore encourages all qualified individuals, particularly women, to apply.