



Federal Republic of Somalia
Ministry of Justice

**TERMS OF REFERENCE
CORRECTIONS CONSULTANT**

General Information

Title of Assignment:	Corrections Consultant
Duration of the assignment:	7 Months
Type of Contract	Service Contract
Duty Station:	Mogadishu and closely coordinates and travels to FMS.
Supervisor:	Under the supervision of the Minister (or anyone the Minister may delegate)
Date of Issue:	June 2017
Closing Date:	December 2017

Duties and Responsibilities

Under the supervision of the Minister (or anyone the Minister may delegate), the Corrections Consultant will lead the reform and development efforts of the Somali Corrections. Specifically, the consultant shall deliver the following results:

- The Consultant will in close collaboration with the Custodial Corps complete a situational assessment report on Somali prison and Corrections facilities with recommendations on short, medium and long-term measures that can be taken to improve the prison and corrections systems. This will include
 - ✓ Prison Officers' capacity development and proposed priority training needs
 - ✓ Inmate population data as well as agreed plans to collect this on a weekly/monthly and quarterly basis
 - ✓ Assessment of facilities including equipment and assets held by the Custodial Corps
 - ✓ Assess the current legal framework including regulations & SOPS required for effective management of the Custodial Corps
 - ✓ Assess current prison oversight mechanisms (both internal and external oversight) both in law as well as in practice
 - ✓ Provide advice and guidance to prison personnel in reviewing the legal and policy framework for the corrections sector and on the development of legislation relevant to the prison sector, standard operating procedures, standing orders and other operational guidance.
 - ✓ Assist in the coordination of national and international stakeholders involved in prison reform
 - ✓ Provide advice and guidance on conducting a baseline assessment, continuous monitoring and regular assessments of the prison sector with a view to identifying needs to inform a national development plan as well as tracking progress over time.
- In collaboration with the Custodial Corps and International Partners, the Consultant will establish an internal oversight mechanism for monitoring prison conditions including SOPS, focal points and reporting formats. Establish linkages with other interested actors including regional authorities, Ministry of Human Rights (and when established the Human Rights Commission and Ombudsman Office) and legal profession including legal aid providers and look at viability of establishment of external oversight mechanisms;

- With the guidance of the Minister and Commissioner-General of Corrections and in collaboration with PSG3 Co-Chairs, lead and commence Corrections Working Group comprising national and international partners to coordinate assistance to the sector. The Consultant will work with the Ministry, Custodial Corps and UN in developing terms of reference for the group.
- The Consultant will provide mentoring and training to members of the Corrections department in the Ministry and coach key staff members up to a level of competency to be able to competently perform senior roles;
- Coordinate Justice and Corrections Model
- Produce regular prison population data and statistics
- Lead/Coordinate rehabilitation and reformation activities in the prisons
- Coordinate and lead rehabilitation of prison facilities and infrastructure nationwide.
- Support the design of programmes for the rehabilitation of High Risk Prisoners.

Qualifications

Level of Education:	University degree
Education	Masters Degree in Law, Public Administration or a related field.
Years of work experience in what area(s):	<ul style="list-style-type: none"> ➤ At least five years of working experience in coordinating project with multiple stakeholders and working with governmental, UN, and international partners; ➤ Solid and demonstrated knowledge of and work related to justice/Somali Rule of Law Program/Somali Compact; ➤ Skills in collating information, analysing, and report writing; ➤ Proven capacity to work with and establish working relationships with justice institutions in the area; ➤ Ability to take initiative and to work with minimum supervision; ➤ Experience and skills in the Microsoft programs, (MS Excel, Word) and database programs. ➤ Solid knowledge in drafting work plans, facilitate meetings, and advising senior leaders; ➤ Ability to do desk research, collect and analyze data; ➤ Experience working in member state is an asset but not required. ➤ Previous work experience with the UN or an International NGO working in the justice sector is an asset but not required; ➤ Sound demonstrated understanding of gender issues and principles.
Languages needed:	<ul style="list-style-type: none"> ➤ Fluency in English and the Somali language is essential. Other UN languages are an asset.
General Skills / Other Requirements:	<ul style="list-style-type: none"> ➤ Strong communication and drafting skills; ➤ Experience in researching and analyzing security, political and social issues in Somalia is an asset; ➤ Ability to work under tight schedules, stressful environment and multi-cultural context;

	<ul style="list-style-type: none"> ➤ Highly motivated with a positive attitude and proactive problem-solving approach; ➤ Proficiency in the use of computer with common software and internet; good knowledge of Microsoft Office Applications; ➤ Willingness and ability to work closely with governments, international institutions/agencies and communities; ➤ Demonstrated drive for continuous improvement and incorporation of lessons learned and best practices into business process routines; ➤ Demonstration of professional behavior and personal ethics, transparency and openness to encourage respect and similar behavior from colleagues in the workplace; ➤ Experience of working successfully with a variety of stakeholders, particularly governments, think-tanks, media and non-governmental organizations; ➤ Willingness to travel and work in Somalia.
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APPLICATION PROCEDURE:

Qualified Somali persons with the required skills and qualifications are invited to submit their detailed Curriculum Vita (CVs), cover letter and academic qualification with 3 reference persons through email; info@moj.gov.so before 11 June 2017. Applications sent after the deadline will not be considered. For more information you can see through www.moj.gov.so

Note: Please make sure that the job title you are applying in the mail subject line is clearly indicated. Only short-listed candidates will be contacted. These four positions are equal opportunity for all.

