

Federal MOJCA TOR: Consultancy for the Development of the National Plan of Action (NPA) on Justice for Children in the Federal Republic of Somalia	
Job Code Title	Consultancy Service (s) – National Plan of Action on Justice for Children
Location	Banadir/Mogadishu, Jubaland/Kismayo, Puntland/Garowe, South west/Baidoa, H/state/Jowhar and Galmudug/Dusomareb, Waqooyi- Bari/Las-anod.
Type of Contract	National Consultant
Languages Required	English, Somali
Duration of Initial Contract	45 working days
Introduction and Background	
Introduction and Ministry Role The Federal MOJCA is the lead administrator of Justice in Somalia. It is in charge of legal drafting, correctional services, providing legal advisory services to the government and the community, supporting the legal frameworks for good governance, addressing the public grievances on justice services, and analyzing justice issues in the country. One of the Federal Ministry of Justice's core mandates addresses the child's access to the justice system and promotes child rights. The MOJCA has implemented various projects, including but not limited to the advocacy of vulnerable people, child rights, and child protection, focusing on child justice. The Ministry also coordinates with the line ministries in the FGS and FMS as well as all actors working on these front lines to coordinate national policies regarding the child justice/protection and child rights for those the most vulnerable. Background and Justification The Federal Republic of Somalia is emerging from decades of conflict, fragility, and institutional disruption, which have significantly constrained the capacity of state institutions to protect and fulfil the rights of children. Children who come into contact with the law whether as alleged offenders, victims, witnesses, or children in need of care and protection require a justice and child protection system that is child-sensitive, rights-based, and grounded in the principle of the best interests of the child. Somalia's Provisional Constitution provides important guarantees for children, including protection from neglect, abuse, and exploitation; deprivation of liberty only as a measure of last resort and for the shortest appropriate period of time; separation of children from adults in detention; and access to state-funded legal assistance where failure to provide such support would result in injustice. Over the last decade, Somalia has ratified key international and regional human rights instruments relevant to justice for children, including the United Nations Convention on the Rights of the Child (UNCRC) and the African Charter on the Rights and Welfare of the Child (ACRWC), among other relevant standards and frameworks. More recently, the Federal Government of Somalia enacted the Juvenile Justice Act, marking a major milestone in strengthening legal safeguards for children in conflict with the law and children in contact with the justice system. Notwithstanding this progress, major gaps remain in translating legal and policy commitments into effective implementation. These include, but are not limited to: Limited availability and accessibility of child-friendly justice services Weak coordination among justice, child protection, and social welfare actors Absence or underdevelopment of diversion, rehabilitation, and reintegration programmes Inadequate case management, data systems, and monitoring frameworks Limited institutional, technical, and human resource capacity at federal and subnational levels Across Somalia, children continue to face multiple and overlapping forms of injustice, often without access to age-appropriate, gender-responsive, disability-inclusive, and trauma-informed responses. Somalia's federal governance architecture which includes the Federal Government and Federal Member States (FMS), requires a harmonized yet context-sensitive approach to justice for children. The national experience and recent legal reform demonstrate that effective justice-for-children systems require comprehensive national strategies and action plans capable of translating normative frameworks into practical interventions across prevention, diversion, child protection, rehabilitation, reintegration, and accountability. In this context, the MOJCA in collaboration with the key stakeholders, intends to develop a National Plan of Action (NPA) on Justice for Children. The NPA will serve as the principal national framework for operationalizing the Juvenile Justice Act (JJ Act) and guiding coordinated, measurable, and costed implementation across federal and subnational levels.	
Purpose and objectives of the Assignment	

Introduction and Background
The purpose of this assignment is to develop a coherent, evidence-based, and nationally owned National Plan of Action (NPA) on Justice for Children in Somalia, which provides a comprehensive strategic framework to guide the effective implementation of child justice reforms in line with the Juvenile Justice Act and international standards. 3. OBJECTIVES 3.1 Overall Objective To develop a comprehensive, five-year (2026–2030), costed, gender-responsive, and human-rights-based National Plan of Action on Justice for Children for Somalia through implementation of JJ Act in line with national, international standards and the government commitments. 3.2 Specific Objectives The consultancy will: Conduct a comprehensive situation analysis and gap analysis on justice for children in Somalia. Map and assess the legal, policy, institutional, and community-level framework concerning: Children in conflict with the law Children in need of care and protection Children in alternative care (kinship, foster, residential, supervised independent living) Undertake wide-ranging national consultations including federal, FMS relevant authorities (Puntland, Southwest, Galmudug, Hirshabelle, Jubaland, Waqoyi Bari), children, families, civil society, traditional and religious leaders, judicial actors, police, social welfare, and UN/donor partners. Develop a results-based NPA with theory of change, outcomes, outputs, indicators, baselines, targets, lead institutions, partners, timelines, and budgets. Propose a monitoring, evaluation, accountability, and learning (MEAL) framework aligned with UN and AU reporting cycles. Produce a costed action matrix and resource mobilization strategy. Outline roles and responsibilities across federal, FMS and non-State actors. SCOPE OF WORK The consultancy covers children under age of 18 years in three thematic pillars, with a strong cross-cutting focus on gender, disability, and child participation: 4.1 Pillar 1: Children in Conflict with the Law Prevention of juvenile delinquency and recidivism. Minimum age of criminal responsibility reform. Police procedures, child-sensitive arrest protocols, and diversion schemes (caution, mediation, restorative justice). Specialized juvenile courts, judges, prosecutors, defense lawyers, and social workers. Pre-trial detention review, alternative measures, and sentencing reform (prohibition of death penalty, life imprisonment, corporal punishment, and custodial sentencing for children under 14). Conditions of detention, including juvenile-only facilities, education, healthcare, and family contact. 4.2 Pillar 2: Children in Need of Care and Protection Identification, reporting, and referral mechanisms for children at risk. Case management standards and social workforce strengthening. Specialized responses for: Orphans and children without parental care Unaccompanied and separated children (UASC) Children associated with armed forces/groups (CAAFAG) and victims of armed conflict Children survivors of sexual and gender-based violence (SGBV) Children with disabilities Children on the move, in IDP sites, and at risk of trafficking Children in contact with the law as victims and witnesses 4.3 Pillar 3: Children in Alternative Care Implementation of the UN Guidelines for the Alternative Care of Children (2009). Strengthen gatekeeping through a national gatekeeping mechanism and procedures. Prioritize family-based care: kinship care, foster care, sponsored-supported kinship guardianship. Gradual deinstitutionalization of large residential care and transition to small-group homes. Regulation, registration, monitoring, and inspection of all alternative care providers. Case-by-case review of children already in institutional care. Support for leaving care and independent living for older adolescents. 4.4 Cross-Cutting Areas Child-friendly justice (court, police, prosecutorial services, witness protection). Access to free and quality legal aid for children. Data systems - disaggregated by sex, age, disability, displacement status, and federal member state. Capacity building - police, judiciary, social welfare workforce, traditional leaders. Legislation reform - juvenile justice, child protection, and alternative care statutes. Awareness raising and behavioral change communication. Coordination architecture - inter-ministerial committees, technical working groups. Resource mobilization - government budget allocation, donor coordination, and sustainability.
Methodology of the assignment The consultancy shall adopt a participatory, rights-based, results-oriented, gender-responsive, disability-inclusive, and conflict-sensitive methodology. The approach must be grounded in national ownership, meaningful child participation, and practical feasibility. Ethical considerations required. The consultant/team must comply with all applicable safeguarding, confidentiality, and data protection requirements. No direct consultation with children shall be undertaken unless specifically authorized by the MOJCA and supported by approved child safeguarding protocols, consent procedures, referral pathways, and ethical clearance where required.
Institutional Arrangements
The consultant will report to the Federal Ministry of Justice and Constitutional Affairs and UNICEF. Day-to-day supervision will be provided by a designated NPA Task Manager within MOJCA. The consultant will work in close coordination with: The National Committee on the Rights of the Child The Federal Ministry of Justice and Constitutional Affairs FMS line Ministries (Puntland, Southwest, Galmudug, Hirshabelle, Jubaland and Waqoyi-Bari) UNICEF Somalia, UNODC, OHCHR, UNDP, UN Women, IOM, UNHCR, and other UN Country Team members Civil society networks, including the Joining Forces Somalia Chapter Save the Children Somalia 2026, child-focused INGOs, and child-led organizations. Donor partners (EU, USAID, FCDO, SIDA, Norway, World Bank, etc.). The Consultant's work shall be undertaken through field-based work and desk review. The MOJCA FGs and FMS-MOJCA CPUs will be responsible for liaising with the Consultant to set up interviews with key actors, including line government entities, UN, CSO and children. The consultant, to provide a summary overview of the main objectives and deliverables identified by the partners during the consultations to the whole stakeholders.

Introduction and Background
Main Deliverables Payment terms Payment will be made in instalments and upon delivery of the services specified in the TOR Competencies Core Competencies Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability Treats all people fairly without favoritism Excellent analytical and organizational skills Functional Competencies Demonstrates strong oral and written communication skills Builds strong relationships with clients and external actors Demonstrates ability to manage complexities Communicates effectively with staff at all levels of the organization & children/families. Acts with tact and diplomacy Proves outgoing and comfortable in handling external relations at all levels Demonstrates compelling communication skills and cross-cultural effectiveness Possesses the ability to convey difficult issues and positions to senior officials and counterparts Experience and qualification requirements For the Team Leader / Lead Consultant Advanced degree (Bachelors or Master's preferred) in Law, Human Rights, Social Work, Child Protection, Public Policy, or Development Studies. Minimum 10 years' experience in child justice, child protection, or alternative care programming, ideally in fragile and conflict-affected contexts. Demonstrated experience in developing national policies, plans of action, or strategies at country/federal level. Strong knowledge of UNCRC, ACRWC, UN Guidelines on Justice for Children, UN Guidelines on Alternative Care, CRC General Comment 24, and related international standards. Familiarity with the Somali federal system and FMS structures or comparable contexts in the Horn of Africa. Proven facilitation, multi-stakeholder engagement, and policy advisory skills. Excellent English writing skills; knowledge of Somali (Af-Soomaali) language is highly desirable. Team Composition Child Justice Specialist: lawyer/practitioner with juvenile justice expertise. Alternative Care Specialist: social work/child protection background. MEAL Specialist: results-based management, indicator development, and M&E system design. Costing & Resource Mobilization Expert: public finance or development financing. Moderator/Facilitator: experience in child- and gender-sensitive participatory processes. Somali-language Research Assistants (2–3): to support field consultations, interpretation, transcription, and validation. report-writing skills in English; Somali language capacity is a strong asset. Languages Fluency in English; Somali language is considered an asset. MOJCA is committed to achieving workforce diversity in terms of gender, nationality and culture, Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidentiality. Assessment Process and Methods The interested qualified consultants/firms are expected to submit a technical and financial proposal for this consultancy. The consultant firm will be selected pursuant to a review based on below criteria: Team composition and experience/CV or consultancy Firm Profile & experience background Each proposal will be assessed first on its technical merits and subsequently on its price. The Evaluation Team first reviews the technical aspect of the offer followed by the review of the financial offer of the technically compliant vendors. (70% technical aspect and 30% for financial aspect) The proposal obtaining the overall highest score after adding the scores for the technical and financial proposals is the proposal that offers best value for money and will be recommended for award of the contract.
VIII. How to apply Qualified Consultants/Firms with the required skills and qualifications are invited to submit: CVs for the team composition and experience Consultancy Firm Profile & experience background Technical and Financial Proposal for the study Government Registration (Valid Licence and TCC) Latest Tax clearance Certificate (TCC) within Quarter 2026 3 Reference with their details. Interested candidates should submit their applications via e-mail procurement@moj.gov.so Prop. Date: 01/Sept 2026 not latter than 14/sept 2026 at 12:00AM in Somalia time.