



## **CALL FOR APPLICATIONS**

**Open to Internal and External Candidates**

### **INTERNATIONAL CONSULTANT**

Position Title : International expert in CRVS (Civil Registration and Vital Statistics)  
Duty Station : Home-based, with travel to Somalia  
Classification : International consultancy  
Type of Appointment : n/a  
Estimated start date : ASAP  
Reference Code : DK10-CON-2023-01

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.*

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **Organizational Context and Scope**

The **Global Programme: Enhancing Readmission and Legal Identity Capacity (RELICA)** funded by the Danish Ministry of Foreign Affairs and implemented by IOM, aims at strengthening legal identity systems in target countries to lay the fundamental groundworks to facilitate the global roll-out of eRCMS and enhance right-based return management.

The lack of legal identity has wide implication in migration and mobility. Further to being impeded from effectively accessing their rights and corresponding services, people without legal identity will be unable to migrate safely to most, if not all, foreign countries. This global identity gap is acknowledged in the 2030 Agenda, which established a specific target within the Sustainable Development Goals (SDGs) – Target 16.9 – “legal identity for all, including birth registration, by 2030”. In line with IOM’s Strategic Vision and with universal access to legal identity as key to reducing inequalities and an enabler of sustainable development and protection for people on the move, IOM’s Institutional Strategy on Legal Identity<sup>i</sup> serves as a roadmap to support Member States advancing universal access to legal identity and documentation.

Somalia was among the first African countries to establish a civil registration that dates back to 1904. According to the World Bank, Somalia has one of the lowest birth registration rates in the world because of the wake of decades of conflict and weak state. The existing system is not integrated or centrally administered<sup>ii</sup>. Furthermore, according to UNICEF, the birth registration rate of children under age 5 in Somalia is 5.5 percent<sup>iii</sup>. In October 2021, Federal Government of Somalia, Ministry of Interior, Federal Affairs and Reconciliation, has officially published a National Civil Registration and Vital Statistics Policy (CRVS) which complements the Somali Registration

and Identification policy approved by the Council of Ministers in November 2018. This CRVS guides the main stakeholders on how to establish, implement, and administrate the civil registration system in line with the national and international laws<sup>iv</sup> Further, Somalia has as well Law No. 41 of the National Identification and Registration Authority Establishment and Digital Identification Policy which have been published in 2021 by DADSOM<sup>v</sup> but not yet approved. Such initiatives demonstrate that the government recognized the need to establish an identity management system and currently working on the legal framework.

### **General functions and deliverables**

The objective of the consultancy is to work collaboratively with the legal consultant based in Mogadishu responsible for providing technical assistance to Ministry of Interior, Ministry of Interior, Federal Affairs and Reconciliation endeavour to draft and finalize the CRVS Act. As part of the RELICA team in Copenhagen the consultant will also provide general CRVS advice and support as relevant to the programme implementation.

Under the overall supervision of the Programme Manager (Immigration and Border Governance) – based in Copenhagen-, the ***international expert in CRVS*** will support the work of the legal consultant in Somalia in the following activities:

1. Carry out a desk review of the Civil Registration and Vital Statistics (CRVS) and Legal Identity of the Federal Government of Somalia including relevant information and best practices from the East Africa region and the African Union (AU);
2. Monitor, mentor and train the legal expert (CRVS) based in Mogadishu to draft and deliver a comprehensive and quality Civil Registration and Vital Statistics (CRVS) Act in line with international standards;
3. In close coordination with the legal expert (CRVS) in Mogadishu, draft a detailed workplan for the drafting of the CRVS Act, including coordination with Focal Points in Federal Member States of Somalia; accordingly identify and present required processes and procedures related to the CRVS act in order the Ministry to enact the law;
4. In close coordination with the legal expert (CRVS) in Mogadishu, develop/review the CRVS department table of organization and equipment (TOE or TO&E);
5. In close coordination with the legal expert (CRVS) in Mogadishu, carry out a Consultation Workshop at Mogadishu on the draft CRVS act;
6. In close coordination with the legal expert (CRVS) in Mogadishu, carry out a Validation Workshop at Mogadishu on finalization of the CRVS act;
7. In close coordination with the legal expert (CRVS) in Mogadishu, support the delivery the Final CRVS Act to the Minister of the Ministry of Interior, Federal Affairs and Reconciliation
8. Provide the Programme Manager (Immigration and Border Governance) with monthly reports on the status of the CRVS Act in Somalia, including progresses and challenges;
9. Develop a capacity development curriculum on Civil Registration and Vital Statistics for practitioners.

### **Required Qualifications and Experience**

#### **Education**

- Master's degree in a field of study related to Humanitarian Law, International Law, Human Rights or a related field from an accredited academic institution with relevant professional experience.

#### **Experience**

- Minimum of 10 (ten) years relevant work experience;
- Prior work experience with an international organization and/or providing technical assistance to national authorities is an asset;
- Previous work experience related to drafting acts and laws;
- Strong and demonstrable knowledge in international standards of CRVS

- Good understanding of gender and issues around gender-based dynamics for incorporating in the draft Act;
- Proven knowledge of Policy and Procedure drafting.
- Excellent writing, communication, negotiation and analytical skills;
- Ability to prepare clear and concise reports;
- Strong creative and strategic thinking;
- Excellent ability to prioritize tasks and strong organizational skills;
- Good knowledge of project development, management, and evaluation concepts and procedures is a strong asset;
- Good level of computer literacy.

## **Languages**

For this position, fluency in English is required (oral and written)

## **Competencies**

The successful candidate is expected to demonstrate the following values and competencies:

**Values** - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges

## **Core Competencies** – behavioural indicators

- **Teamwork**: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results**: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge**: continuously seeks to learn, share knowledge and innovate.
- **Accountability**: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- **Communication**: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

## **Managerial Competencies** – the position does not require managerial competencies

The consultant must adhere to the International Organization for Migration (IOM) Data Protection Principles (IN/138) and maintain confidentiality.

The consultant will be responsible to follow IOM writing guidelines and latest glossaries in all given assignments for accurate translation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

**How to apply:**

Interested candidates with the required qualifications should submit a cover letter and a CV. Save them in the form “Your Family Name \_ Your First Name”, either as .doc or as .PDF file (e.g.: Doe\_John.doc or Doe\_John.PDF). All applications must be addressed to the Resource Management Officer (email: iomdk@iom.int) quoting the above vacancy notice number/reference code as well as the last name of the candidate.

Only shortlisted candidates will be contacted. Unfortunately, we are not able to answer to inquiries at this stage.

**Closing date for applications:** 29 January 2023

No late applications will be accepted.

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i [https://publications.iom.int/system/files/pdf/Legal-Identity-Strategy\\_0.pdf](https://publications.iom.int/system/files/pdf/Legal-Identity-Strategy_0.pdf)

ii [World Bank Document](#) published in 2017

iii [Data Warehouse - UNICEF DATA](#) (in 2020)

iv [CRVS-Policy-.pdf \(moifar.gov.so\)](#)

v [Laws & Regulations | DADSOM Somalia](#)