

FEDERAL GOVERNMENT OF SOMALIA - MINISTRY OF HEALTH
ADDITIONAL FINANCING FOR SOMALIA COVID-19 VACCINATION PROJECT

Terms of Reference for Immunization Specialist

Duration: (data) to (DATE)

The Ministry of Health (MoH) of the Federal Government of Somalia (FGS) invites suitable qualified individuals to apply for the position of **Immunization Specialist** (PCIU-FMoH) with the Somalia COVID-19 Emergency Vaccination Project, funded by the World Bank and the Government of the Federal Republic of Somalia. The ideal candidate will be self-motivated with excellent organizational skills. Female Candidates are strongly encouraged to apply the position.

I. BACKGROUND

The Government of the Federal Republic of Somalia, through the Federal Ministry of Health, will be implementing the Somalia COVID-19 Emergency Vaccination Project and its Additional Financing (AF). **The project together with its AF will form part of an expanded health response to the pandemic.** The activities will build on the Bank's existing health portfolio in the country.

The implementation arrangements of the Somalia COVID-19 Emergency Vaccination Project require the Federal Ministry of Health (FMoH) to lead, manage and coordinate the program with FMS - MoHs. The FMoH has established a Project Coordination and Implementation Unit (PCIU) to support the implementation of the Bank-financed health projects in Somalia. It is envisaged for this unit to lead the procurement of the health service providers and a third-party monitoring agent (TPM), manage the resulting contracts, ensure adherence to environmental, social and fiduciary project requirements, and coordinate national stakeholder engagement and project communication.

The Immunization Specialist position will be a full-time contracted staff position, assigned to the COVID-19 project forming part of the Project Coordination and Implementation Unit (PCIU) of the FMOH. The Immunization Specialist will lead and be responsible for COVID-19 Emergency Vaccination Project ensuring the integration of this project in the overall Immunization specific project coordination, implementation, day to day management and oversight of the Vaccination related activities. The Immunization Specialist will collaborate with the COVID-19 Project Coordinator/focal point, the respective state ministries of health, the FMoH and the PCIU fiduciary team to plan and monitor project implementation for immunization roll-out and ensure that the work of the project is aligned to other activities implemented by the FMOH and State-level Ministries of Health. The Immunization Specialist, in carrying out the duties of the post, will liaise closely with the relevant internal and external stakeholders, and ensure that project activities are executed in accordance with the Government of Somalia and World Bank requirements.

The Somalia COVID-19 Vaccination Project, funded by the World Bank, has four key components: (i) Vaccine Deployment and Acquisition; (ii) Implementation Management and Monitoring and Evaluation

(M&E) (iii) Continuity of Essential Health Services; and (iv) Strengthening solar-powered cold chain and oxygen delivery.

The Project will focus on expanding the scope of activities in the parent project Somalia COVID-19 Emergency Vaccination Project and adjusting its overall design to be able to finance: (i) strengthening national immunization capacity necessary for the continuity of essential health services; (ii) strengthening service delivery to ensure effective vaccine deployment including effective micro-planning, safe and appropriate transportation, storage, training, ancillary materials, registration, and effective vaccine logistics and a suitable information management system; (iii) monitoring and tracking of vaccine use and recording of any adverse reactions to vaccination; (iv) social mobilization and community engagement to enhance demand, foster confidence and promote the uptake of the COVID-19 vaccine. Component 1 will continue to provide support for the deployment of the COVAX acquired vaccines to cover about 20 percent of the target population and other Project COVID-19 vaccines which meet World Bank financing criteria. HEPRTF resources will support deployment only, and will not be used to purchase COVID-19 vaccines. Component 2 will include program management support; supervision, coordination, human resources management and training; and implementation support. Under program management support, the proposed AF will provide further support to enhance monitoring and evaluation and oversight, including bolstering capacity to implement the vaccination program and to handle regulation of vaccine safety. Component 3 will contribute to the Somalia COVID-19 vaccination deployment and its emergency readiness, by supporting the upgrading of health infrastructure and emergency health response at the secondary and tertiary hospital level. Component 4 will support energy efficient and solar-powered technology for cold chain, electrification, and oxygen generation.

SCOPE OF WORK AND RESPONSIBILITIES

Under the supervision of the Project Coordinator, the Immunization Specialist is responsible for day-to-day coordination of activities, manage and track implementation progress, and ensure overall compliance with Somalia's national EPI policy of 2020 and the other national laws and World Bank operational policies pertaining to the project's Vaccination related activities. The Immunization Specialist will provide professional technical, and operational assistance related to vaccine demand throughout implementation process for the Somalia COVID-19 Vaccination Project, from development planning to delivery of results, by preparing, executing, managing, and implementing a variety of technical and administrative tasks to facilitate project development, implementation, progress monitoring, and evaluating and reporting of results.

The Immunization Specialist is expected to perform the following tasks:

- Work closely with the COVID Project Coordinator/focal point, FMOH and FMS - FMOHs to support the immunization program to roll out the Covid-19 vaccines efficiently and effectively.
- Contribute to the revision process of the national vaccine deployment plan for COVID-19 and the updating of the Vaccine Readiness Assessment Tool (VIRAT/VIRAF) as the government expands the eligible population to children below 18.
- Planning and implementing the COVID-19 vaccine deployment, capacity-building, strengthening immunization supply chain management, and Cold Chain management.

- Produce an inception report and monthly progress reports
- Oversee the identification and recruitment of FMS, regional and district health/immunization teams associated directly with immunization activities, in line with WB requirements;
- Provide technical support and guidance related to the deployment of COVID-19 vaccines and immunization Services and activities, to ensure proper execution of the tasks and the successful and effective attainment of the Project Development Objectives and Key Performance Indicators established for the Project
- Support the COVID19 Project Coordinator/focal point in the preparation of the annual work plan (AWP) in all Immunization related Areas, and in the presentation of the AWP to Project Steering Committee and World Bank review and approval;
- Prepare and participate in work planning related to COVID-19 vaccine deployment in line with broader immunization strategy and provide status updates along with the COVID Project coordinator/focal point to the concerned MOH departments and Ministries, including the Ministry of Finance, and other ministries as relevant.
- Contribute to the establishment of a well-performing working group for the immunization supply chain (iSCM) at the national level.
- Provide technical assistance to the Implementation and administration of the immunization services contracts, ensuring accountability and transparency.

With respect to Somalia COVID-19 Vaccination Project contracting and implementation:

- Maintain oversight of the technical implementation of the immunization service delivery.
- Enhance the performance of the cold chain system for the COVID-19 vaccines at both public and private sectors
- Support the project coordinator in conducting regular meetings and problem-solving meetings in relation to the delivery of Vaccination Program Activities with the concerned MoH departments, the EPI managers, the PCIU team, implementing/supporting partners, and other relevant (state) ministries and government entities, as well as the technical team of World Bank
- Identify implementation challenges and obstacles on an ongoing basis and support the concerned technical departments and the EPI managers of the FMoH and FMS, the PCIU, and PMT in FMS teams in devising practical solutions and improvements to support COVID-19 vaccination deployment based on lessons learned, using positive outcomes across different implementation sites.
- Provide technical advice and support to the immunization team to conduct bottleneck analysis around low rates of routine immunization coverage, including around cold chain, and propose remedial actions. Bottleneck analysis report, including actionable and time bound recommendations
- Assist in the finalization and digitalization of the training/orientation modules for community volunteers and religious leaders and its rolled out at the various locations.

With respect to coordination and representation:

- Represent the Somalia COVID-19 Vaccination Project at the technical coordination meetings at national and state-level .

- Liaise with all relevant internal and external stakeholders to ensure smooth implementation and continuation of the COVID-19 vaccine deployment strategy in line with national immunization strategy.
- Support the concerned technical department of the FMOH and FMS to coordinate and facilitate the proper implementation and further roll-out of Vaccinations delivery, ensuring complementarity with vaccination activities supported by other initiatives, such as GAVI, UNICEF and others by supporting the government efforts to advocate for financing of additional needs such as warehouse and health facility construction, improved supply chain management, and other relevant priorities defined by FMOH and FMS and health sector partners.
- Support the Project Coordinator as the main liaisons for the FMOH and FMS health authorities with regards to the implementation of the Vaccination program.
- Support the Project Coordinator in defining, implementing and overseeing project coordination mechanisms with the relevant State Health Directors and FMS Project Managers to review the performance of Vaccination delivery and management.
- Drive evidence-based decision making through the use of health service program generated data, including third party monitoring (TPM) reports, for continuous service improvement for Vaccination and Infrastructure Improvement activities.

With respect to planning and reporting:

- Coordinate with the team members of the PCIU to manage Vaccination services technical and administrative requirements
- Provides strategic advice on the monitoring and evaluation, of COVID-19 vaccine roll-out, including tracking of vaccination coverage, use of existing systems and the establishment of new ones if necessary.
- Regularly report to and keep the senior management of the FMOH and World Bank through the Program Coordinator and designated authorities at the Federal MoH, up to date on immunization progress and implementation issues
- Ensure PCIU's follow up of activities related to the Vaccination roll-out, agreed between the Bank and other health partners, and FMOH, including the development of action plans and regular reporting on progress.
- Perform any other related duties as assigned

In undertaking the assignment, the Immunization Specialist will work closely and collaborate with the COVID Project Coordinator, the PCIU team, the Technical Team of the World Bank, the Project Steering Committee, primary project beneficiaries, stakeholders, the Federal and State Ministries of Health.

KEY DELIVERABLES

- Tracking and reporting on the implementation of all planned actions related to the Vaccination Services and activities approved by the FMOH, or agreed during review missions (including Mid-term reviews) as set out in the relevant Aide Memoirs or other records.

- All supporting documents required to direct the implementation of Vaccination delivery contracts (i.e., type, and, fact Sheets on vaccines being used of vaccinest, TORs for vaccination officers - nurses, technicians, , etc.)
- Contribute to the training/orientation modules for vaccinators, community volunteers, female health workers, religious leaders, and other stakeholders involved in the Vaccination service activities.
- M&E monthly reporting and quarterly M&E dashboard reports, and other M&E data requested for TPM reports

II. DURATION OF ASSIGNMENT

The Immunization Specialist will be engaged on a full-time basis and is expected to commence the assignment on (1st September, 2022) for an initial period of 12 months, with a trial period of 6 months. The contract is renewable annually subject to satisfactory performance.

Engagement can cover a period of 3years subject to annual performance review with an intermediate performance evaluation in the first six months of services rendered. Terms of Reference, project operational manual, and detailed work plan with agreed targets will be used as the basis to evaluate performance.

The recruitment of the Immunization Specialist should follow the Government and the World Bank's procurement guidelines ensuring transparency.

III. REPORTING

The Immunization Specialist will report to the COVID-19 Project Coordinator, closely working with the PCIU team and technical departments at federal state levels and the technical working groups.

IV. QUALIFICATIONS

The Immunization Specialist will possess the following qualifications:

- Master's degree in one the following fields is required: public health and or medical science, or another relevant technical field.
- A minimum of 8 years of professional experience in one or more of the following areas is required: Public Health Emergency, immunization program, social development program planning, , communication for development, project management, data management and analysis or related areas.
- Professional experience of progressive responsibility in public health programs, implementation and management of EPI/immunization services at national and international level, in low- or middle-income settings

- Experience in designing and managing immunization program performance monitoring systems is desirable.
- Good facilitation, analytical and conflict resolution skills are required.
- Ability to work independently, under pressure, and within deadlines, including strong planning and coordination skills - Effective communication, advocacy and people skills and the ability to communicate with various stakeholders and to express concisely and clearly ideas and concepts in written and oral form. - Strong interpersonal communication and writing skills, with ability to lead/train a group of individuals and impart knowledge.
- In-depth knowledge on immunization, introduction of new vaccines, knowledge on AEFI, risk management, writing strategies, policies, knowledge and experience with data collection, data management analysis and reporting are essential. - Solid knowledge and expertise working with multiple technical agencies working in the immunization field
- Familiarity with country, government structures and MOH partners is desirable.
- Relevant experience in a UN system agency and/or government organization is desirable.
- Excellent written and oral communication in Somali and English is required.
- Ability to effectively work with colleagues at various levels (from junior to the most senior levels) to maintain a focus on project objectives with transparency and adherence to FGS and World Bank procedures and policies
- Excellent diplomacy and negotiation skills with the ability to handle complex situations
- Excellent interpersonal skills with the ability to handle conflict constructively, tactfully, and positively
- Strong prioritization skills with the ability to balance competing priorities and to lead teams to effectively balance competing work demands
- Proven ability to deliver results in complex and challenging environments; experience working in Somalia and/ or other fragile and conflict-affected situations an asset
- Proven ability to articulate technical information clearly and effectively to both technical and non-technical audiences

V. COMPETENCIES

- **Leading and innovating:** Apply critical thinking to current approaches, identify areas for improvement and try new solutions that deliver results. Inspires and influences others to drive innovation.
- **Drive for results:** Assumes personal responsibility and responsibility to meet deadlines and achieve agreed results and has the personal organization to do so. Defines challenging goals and continually seeks improvement. Acts as a trusted strategic consultant, partnering with employees to deliver results. Understands the most pressing challenges of stakeholders and contributes to solutions.
- **Collaboration within and between teams:** Contributes productively to work and team performance. Keeps others informed to ensure integration and significant results. Exhibits a sense of reciprocity and respect and resolves conflicts in a productive way. Seeks out and listens to other people's opinions to inform their own decision and share information openly.
- **Creates, applies and shares knowledge:** Contributes to an environment in which knowledge is created, applied and shared in a transparent way. Contributes to the unit's body of knowledge,

applying lessons learned and experience. Actively invests in self-knowledge and seeks feedback. Build personal and professional networks inside and outside the work group.

- **Discernment and analytical decision-making:** Search and analyze facts, data and lessons learned to support sound and logical decisions about the work of one's own and others. Shows initiative when necessary and makes timely decisions.

WORK LOCATION

The Immunization Specialist will be based in the Project Coordination and Implementation Unit (PCIU) established within the Federal Ministry of Health, with frequent site visits to the FMS to support project understanding and implementation and for supervision and monitoring of implementation and results. The duty station is Ministry of Health in Mogadishu, Somalia.

TERMS AND CONDITIONS

1. The Federal Ministry of Health shall make and provide the following to the Immunization Specialist:
 - Relevant documents, data, statistics, and information required for the execution of the project
 - When necessary, assign counterparts to assist the Program Coordinator in executing assigned duties
 - Office space and equipment for carrying out the assignment
 - The Immunization Specialist shall not accept any courtesies/invitations offered from any parties other than the Federal Government of Somalia except for training programs
2. Documents or data provided by the Federal Government of Somalia for the purpose of this project shall be considered confidential and should not be disclosed to any party.
3. The Immunization Specialist shall not have a potential conflict of interest, will undertake the assignment with the highest professional standards and exercise confidentiality in discharge of the assignment.
4. To ensure impartiality, the Immunization Specialist must not in any way be affiliated with business entities that are currently providing or are seeking to provide goods and services to the Project.