

The PIU Public Financial Management – PFM Specialist will coordinate and work closely with the Procurement Specialist and Financial Management Specialist at the Project Coordination Unit – PCU in MOIFAR, FGS for oversight, guidance, and quality assurance.

2. Project Overview

Under the lead of the Ministry of Interior, Federal Affairs and Reconciliation – MoIFAR of the Federal Government of Somalia and in coordination and collaboration with the Ministries of Interior - Mols of the Federal Member States - FMS, the Federal Government of Somalia has designed a national program called Bulsho, the Somali word for society. The Bulsho program puts citizens and communities at the center of the government's action. The Bulsho Program is a Somali government-led initiative designed to strengthen community and local institutions, fostering social cohesion, inclusion, and resilience. As Somalia continues its recovery from two decades of civil war, the program places a strong emphasis on enhancing service delivery, rebuilding the social contract, and promoting community-centered governance. This uniquely Somali-owned and -driven initiative underscores government ownership and leadership at federal, member state, and district levels, ensuring institutional sustainability and the realization of key policy outcomes.

The Bulsho Program will be anchored in the government's "triple-nexus" objectives, focusing on three interrelated policy priorities:

1. Supporting the realization of the Federal Government of Somalia (FGS) and Federal Member States' (FMS) Decentralization Policy and Local Government laws/Wadajir Framework, which aim to strengthen the roles of community institutions and local governments.
2. Advancing the National Stabilization Strategy (NSS) policy objectives by prioritizing stabilized districts, including those with interim or permanent district councils.
3. Contributing to the revised National Reconciliation Framework, focusing on social reconciliation, restoring the social contract, rebuilding trust between people and the government, promoting social recovery, and fostering environmental peacebuilding

The **development objective** of the Bulsho Program is to reinforce community and local institutions for improved social cohesion, inclusion, and resilience. The program will contribute to:

- **Social cohesion:** Enhancing the citizen-state social contract.
- **Social inclusion:** Empowering marginalized groups, including women and youth.
- **Social resilience:** Strengthening collective capacity to respond to local conflicts and climate-induced shocks.

The Bulsho Program operates within a “**continuum**” framework, spanning recovery, stabilization, reconciliation, and sustainable local governance. This phased approach ensures seamless transitions from immediate recovery efforts to long-term governance and institutional strengthening. The program prioritizes hard-to-reach and remote districts but remains inclusive of all regions to ensure comprehensive national coverage and impact.

Key Bulsho Project Support Areas

The Bulsho Project will provide support to achieve its objectives through:

1. **Technical support and capacity building** for community and local governments.

2. **Matching grants** for investments in basic services and livelihoods.
3. **Innovations** promoting empowerment, inclusion, accountability, and resilience, such as:
 - Collective action allowances for women and youth.
 - Financial transparency platforms.
 - Digital planning tools for communities.

The Bulsho Project places strong emphasis on **social development and inclusion** through mechanisms such as the Local Social Contract Platform (LSCP), Citizens' Charters, and participatory community planning. These processes are designed to strengthen citizen–state relations and ensure meaningful participation of women, youth, minorities, IDPs, and other marginalized groups.

The Ministry of Interior, Federalism and Reconciliation of Puntland have established a Project Implementation Units (PIUs) headed by State Project Manager, which have the overall responsibility for the day-to-day project implementation and activities that take place in Puntland.

3. Objectives of the Assignment

The assignment has dual objectives, first is to ensure that Bulsho Financial Management and Procurement are done in line with the applicable Somalia Government and World Bank procedures and second is to support build Public Financial Management (PFM) capacity at the FMS, Districts and Community levels

The PIU Public Financial Management (PFM) Specialist will be required to be an all round PFM professional combining both financial management and procurement responsibilities.

The PFM Specialist will work closely with the PCU Financial Management and Procurement Specialists for oversight, guidance, and quality assurance. The role will also provide technical support and capacity building to cities and district counterparts.

4. Key Responsibilities

The PFM specialist will advise the senior management of the MOIFAD on all procurement and financial management aspects of the Bulsho Project.

He/she will coordinate and implement all procurement and financial management activities of Bulsho project in Puntland, working closely with the procurement section of MoI and in collaboration with other specialists in the FMS Bulsho PIUs.

Moreover, he/she will coordinate closely with federal level Project Coordination Unit (PCU), specifically the PCU Financial Management (FM) and Procurement Specialists to ensure harmonization of procedures, and compliance with fiduciary requirements.

Specifically, the PFM specialist will perform the following tasks:

A. Financial Management

1. Financial Reporting and Oversight

- i) Prepare and submit periodic financial reports (monthly, quarterly, annually) in approved formats, ensuring compliance with the financing agreement.
- ii) In collaboration with the Puntland External Assistance Fiduciary Section (EAFS), prepare Unaudited Quarterly Financial Reports (IFRs) and Annual Financial Statements, ensuring adherence to international reporting standards.
- iii) Ensure timely identification and reporting of material variances for financial oversight and strategic decision-making.
- iv) Follow up with Independent Fiduciary Agent to ensure financial reporting on the component 3 implemented at eligible districts is consistent with the Project Appraisal Document and other project documents.
- v) Ensure internal audit is carried out by Ministry of Finance (MoF) on project activities.
- vi) Develop and maintain a **State-level financial risk register**, identifying emerging fiduciary risks and proposing mitigation measures in collaboration with the PIU Project Manager and PCU FM Specialist.
- vii) Ensure **compliance with the Environmental and Social Commitment Plan (ESCP)** and inclusion of budget lines for safeguards, gender, and inclusion.
- viii) Support the integration of **climate-sensitive and gender-responsive budgeting** within district and Puntland annual financial plans.
- ix) Reporting in gender/safeguards participatory budgeting; grievance tracking; audit closure

2. Budgeting and Financial Planning

- i) Develop and review annual work plans for the PIU and consolidated Bulsho budget in collaboration with PIU and the District Focal Points (DFPs), ensuring alignment with the standard chart of accounts. The budget to be consolidated by the MoIFAR and approved by Parliament by December 31
- ii) Prepare, monitor, and interpret cash flow forecasts to support financial planning.
- iii) Ensure disbursements align with approved budgets, work plans, and financial agreements.

3. Fund Disbursement and Payment Processing

- i) Verify payments adhere to accounting practices and financing agreements, obtaining No Objection letters through PCU where applicable.
- ii) To facilitate the district disbursement requests through the Puntland EAFS and the PL MoIFAD and disburses the funds to the District Approved Accounts (DAAs).
- iii) Facilitate prompt fund release to PIU beneficiaries while ensuring proper accountability measures are in place.

iv) Maintain comprehensive financial records for audits, reviews, and compliance verification.

4. Subledger Reconciliation and Documentation

- i) Conduct monthly bank reconciliations for the project accounts.
- ii) Prepare Statements of Expenditure (SoEs) to ensure accurate financial tracking and timely documentation in client connection.
- iii) Ensure timely and regular updates to the Fixed Assets Register, conducting physical verification of assets at least twice a year.
- iv) Ensure regular update the Contracts Disbursement Register, ensuring proper reconciliation of new contracts and supplier payments.

5. Audit Coordination and Risk Management

- i) Work with auditors to facilitate timely annual financial audit and address queries.
- ii) Ensure compliance with internal control systems, EAFS manual, POM, COAPM, and other regulatory procedures.
- iii) Identify emerging fiduciary risks that inform revisions of the EAFS manual and POM, including Matching Grants Manual (MGM).

6. Regulatory Compliance and Updates

- i) Keep abreast of changes in financial regulations and ensure accounting staff remain updated.
- ii) Ensure no project category or component is overspent without proper World Bank authorization.

B. Procurement

1. Procurement Planning

- i) Under the guidance of the PIU Project Manager, in consultation with the other PIU specialists, and in and close collaboration with the PCU Procurement Specialist, prepare the annual procurement plans for Puntland Bulsho activities and update the overall procurement plan for the state, in line with the consolidated national procurement plan and budget for Bulsho.
- ii) Track the implementation of the Puntland Procurement Plan, by updating progress against the Procurement Plan's milestones, providing details on challenges and remaining actions, and indicating when procurement activities have been completed.
- iii) Support the establishment of a **procurement tracking and contract performance monitoring system**, ensuring all procurements are recorded, monitored, and updated monthly.

- iv) Support the development of a **procurement complaints and grievance-handling mechanism** to ensure transparency and accountability.
- v) Identify all possible inherent risks related to procurement in Puntland, especially those related to fraud and corruption and propose appropriate measures to mitigate them.

2. Tender Processing

- i) Prepare inputs such as Terms of Reference, Schedules of Requirements, Specifications, Prequalification Documents (PQDs), Bidding Documents (BDs), and Requests for Proposals (RFPs), in line with World Bank regulations, the Bulsho POM and the project procurement plan.
- ii) Manage all procurement processes, including preparation and issuance of invitations, receipt of proposals and bids, opening of EOs, proposals, and bids, evaluation of submissions, and preparation of evaluation reports in line with World Bank regulations and the Bulsho POM.
- iii) Draft, negotiate, and finalize contracts, ensuring that signed agreements are properly published and distributed to relevant parties.
- iv) Prepare and issue Specific Procurement Notices (SPNs) for international and national competitive bidding, including the selection of consultants, and arrange for their publication in government websites, WB procurement portal and local newspapers, as required.
- v) Ensure timely initiation, monitoring, and completion of procurement processes, and prepare formal responses to procurement-related queries.
- vi) Coordinate and serve as secretary to evaluation committees, ensuring evaluations are conducted in compliance with World Bank regulations and the Bulsho POM, and prepare recommendations for contract awards, including obtaining necessary clearances.

3. Contract Management

- i) Under the direct guidance of the Project Manager, manage all contracts awarded under the project, including monitoring execution, tracking deliverables, and ensuring timely delivery of goods, services, and consultant reports in full compliance with contractual provisions.
- ii) Under the direct guidance of the Project Manager, address procurement-related queries, disputes, and complaints, and ensure issues are resolved in accordance with World Bank regulations, the Bulsho POM and applicable procedures.

4. Compliance and Reporting

- i) Ensure that all procurement activities comply with applicable World Bank regulations, the Bulsho POM and Government procedures, and submit reports to the PIU Project Manager and PCU Procurement Specialist for oversight.

- ii) Together with the technical specialists, carry out direct verification of all purchased goods, services and works, by verifying that purchased goods, services and works are timely delivered and meet the specifications indicated in the purchase orders or contracts.
- iii) Prepare procurement inputs for project quarterly progress reports, and facilitate Post Procurement Reviews (PPR), including follow-up on the implementation of recommendations.
- iv) Draft and submit monthly, quarterly, and annual procurement progress reports, ensuring that issues identified during the reporting period and corrective actions taken are clearly documented.

C. Capacity Building

- i) Conduct financial management and procurement training needs assessments and prepare structured capacity-building plans for the PIU, district finance officers and community committees implementing Bulsho-funded local investments, in coordination with the Local Government Institute (LGI).
- ii) Deliver targeted training on Bulsho-specific financial management and procurement processes to complement the standard training provided by the LGI, ensuring that district officials and community committees are equipped to apply World Bank requirements and project procedures in practice.
- iii) Provide tailored, hands-on mentoring and on-the-job support to district governments and community committees in procurement and contract management, focusing on the practical application of Bulsho project rules and procedures.
- iv) Support districts and community committees in carrying out their procurement functions, including preparation of tender documents, evaluation of bids, contract award and management, and oversight of the procurement cycle, in compliance with the Bulsho POM and World Bank regulations.
- v) Coordinate closely with the PCU FM and Procurement Specialists to ensure harmonization and consistency of training materials.
- vi) Participate in joint reviews, training sessions, and learning events organized by the PCU, and cascade knowledge to PIU and district staff.

D. Monitoring, Evaluation, and Reporting:

- The PFM Specialist shall collaborate with the PIU M&E Specialist to ensure that financial and procurement data are integrated into the project's results framework.
- Track progress against fiduciary indicators (e.g., disbursement rate, audit completion, compliance score).

- Contribute to quarterly performance reviews and fiduciary compliance summaries shared with MoIFAR, FGS and the World Bank

5. Deliverables

During the course of the assignment, the PFM Specialist will be expected to achieve the following:

- Puntland State-level annual work plan and budget, consolidated with district inputs.
- Quarterly IFRs and financial statements submitted to the PCU within agreed deadlines.
- Produce budget analysis reports showing allocations and expenditures tagged by gender equity, climate resilience and social safeguards priorities.
- Updated state-level procurement plan, contract register, and procurement progress reports.
- Bank reconciliations, updated asset registers, and financial documentation.
- Quarterly narrative and financial reports on Puntland-level activities.
- Puntland-level quarterly risk and compliance report, detailing key fiduciary risks, mitigation actions, and updates on procurement grievances.
- Updated Contracts and Disbursement Register, validated quarterly by Puntland Government.
- Annual capacity-building report outlining number of officials trained, training topics, and performance improvements observed.
- Contributions to annual audits and timely follow-up on audit findings.
- Records of trainings and capacity building conducted for district officials and community committees.

6. Reporting

The PFM Specialist will report to the PIU Project Manager. For technical oversight and quality assurance, the Specialist will maintain direct reporting lines to the PCU Financial Management Specialist and the Procurement Specialist. He/she will participate in all PIUs/PCU meetings and across learning workshops.

7. Qualifications and Experience

This position requires a seasoned financial management and procurement professional of unquestionable integrity. The successful candidate will demonstrate the following qualifications:

Education

- Bachelor's degree in accounting, finance or business administration (accounting
- Professional qualification in financial management, registered by and attained final qualification of any financial management related recognized professional body e.g. CIPFA IPFM, ACCA, CPA etc.
- Procurement training will be an advantage.

Professional Experience

- Minimum of 7 years of relevant experience in financial management including broad expertise in the public or private sector.
- At least 5 years' experience implementing financial management and procurement actions under international development partner guidelines (e.g., World Bank, African Development Bank, United Nations).
- Experience in public sector building capacity
- Experience in project financial management in developing countries; experience in fragile or conflict-affected environments is highly desirable.

Skills and Competencies

- Demonstrated knowledge of World Bank financial management and procurement procedures.
- Proven ability to mentor local government finance staff and strengthen institutional capacity.
- Knowledge of climate-responsive and gender-sensitive budgeting.
- Familiarity with computerized accounting systems (e.g., ERP systems such as PASTEL, QuickBooks) and proficiency in accounting/procurement software.
- Strong skills in project planning, implementation, and contract management.
- Proven record of ethical conduct, high reliability, and integrity.
- Strong interpersonal and mentoring skills, with the ability to work collaboratively in multicultural environments and under challenging conditions.
- Excellent computer skills in Microsoft Office (Word, Excel, PowerPoint) and internet/database applications.

Knowledge

- In-depth knowledge of Somalia's public financial management laws and regulations.
- Knowledge of Somalia's Government Procurement policies and regulations.
- Knowledge of WB and/or development partner procurement related standards and requirements

Input/facility provided by the Client:

The client will provide office space with necessary furniture and other facilities such as printing facility etc. to enable the consultant to perform day-to-day work. The Client shall also provide soft and hard copies of any existing Mechanisms if any on signing of the contract.

Language Requirements

Excellent command of both English and Somali (reading, writing, and presenting) is essential.

How to apply.

The Ministry of Interior, Federalism and Democratization of Puntland now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services.

The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank's Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November 2017, August 2018, November 2020 and September 2023 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

Interested consultants should provide the following: (i) Curriculum Vitae (CV) with 3 reference persons; (ii) copies of certificates of academic qualifications; and (iii) cover letter outlining their experience and qualifications in relation to the role.

Interested candidates should submit their applications marked with the subject title of the position by the following email address: hr@moifad.pl.so and copy to Abdirahman.ahmed@moifar.gov.so latest by **2nd, December, 2025** at 04:00 PM Mogadishu time.

A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations and Federal Government Relating Policies.

Attention:

Bulsho Project

Ministry of Interior, Federalism and Democratization

Puntland State of Somalia

Garowe, Puntland, Somalia