



**Federal Republic of Somalia**  
**Ministry of Interior, Federal Affairs & Reconciliation**

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Terms of Reference – ToR for Bulsho Project Social Safeguarding Specialist

**Name of the Project:** Bulsho Program - Strengthening Community Institutions for Social Cohesion, Inclusion and Resilience.

**Project ID:** P508408

**Position Title:** Bulsho Project Social Safeguarding Specialist

**Reporting to:** Bulsho National Project Coordinator

**Type of Appointment:** Individual Consultant

**Ref No:** SO-MOIFAR-498750-CS-INDV

**Duration:** 12 months with 3 months of probationary period) and renewable upon satisfactory performance.

**Duty Station:** Mogadishu, Somalia (with potential travel to the Federal Member States)

**Deadline:** 18<sup>th</sup> November, 2025 at 4:00 PM Mogadishu time

### 1. Background

A Social Safeguarding specialist is required to support the Ministry of Interior, Federal Affairs and Reconciliation of the Federal Government of Somalia - FGS in the implementation of a World Bank-funded Program, the Bulsho Program – Strengthening Community Institutions for Social Cohesion, Inclusion and Resilience (P508408). The main objective of the BULSHO program is to strengthen community and local institutions for improved social cohesion, inclusion, and resilience. The Project effectiveness was by August 8, 2025. In support of activities under Bulsho Project the Federal Government’s Ministry of Interior, Federal Affairs and Reconciliation – MOIFAR is seeking to hire a Social Safeguarding Specialist as part of the National Project Coordination Unit - PCU.

### 2. Project Overview

Under the lead of the Ministry of Interior, Federal Affairs and Reconciliation – MoIFAR of 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 Bulsho Project is implemented in full compliance with the **World Bank Environmental and Social Framework (ESF)**, which sets out ten Environmental and Social Standards (ESS) governing risk management, inclusion, and sustainability. To operationalize these requirements, MoIFAR and the World Bank have agreed on an **Environmental and Social Commitment Plan (ESCP)**, which specifies the material measures, actions, timelines and responsibilities for addressing environmental, social, health, safety, and security risks. In line with the ESCP, the Project Operations Manual (POM) incorporates an **Environmental and Social Management Framework (ESMF)**, including screening procedures, exclusion lists, and templates for Environmental and Social Management Plans (ESMPs). These instruments ensure that all Bulsho-funded investments are screened, appraised, and managed according to the ESF, with site-specific ESMPs developed and implemented for local infrastructure where required.

MoIFAR, FGS has established a National Project Coordination Unit (PCU) headed by a National Project Coordinator, which has the overall responsibility for the day-to-day management of the WB-funded Bulsho project. The FMS Ministries of Interior (MoI) have established Project Implementation Units (PIUs) headed by State Project Managers, which have the responsibility for the activities that take place in their states.

### **3. Objectives of the Assignment**

The Social Safeguarding Specialist at the PCU will provide overall technical guidance, oversight and quality assurance on social risk management and inclusion across the Bulsho project. The Specialist will ensure that the Local Social Contract Platform (LSCP), Citizens' Charters, community planning, and matching grants advance social development objectives, particularly inclusion of women, youth, minorities, IDPs, and other marginalized groups.

The Specialist will coordinate closely with the PCU Environmental Specialist, the Community Development and Local Governance Specialist, and the part-time Gender Specialist, PIUs Gender & Social Safeguarding Specialist and Environmental Specialist to ensure compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Commitment Plan (ESCP), and the Bulsho POM.

### **4. Key Responsibilities**

Under the direct supervision of the PCU National Project Coordinator, the Social Safeguarding Specialist at the PCU will:

- Provide overall technical guidance and oversight on social risk management, inclusion, and gender mainstreaming across the Bulsho project.
- Ensure compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Commitment Plan (ESCP), and the Bulsho POM in all social development aspects.
- Review and provide quality assurance for PIU and district-level social risk assessments, social development inputs to ESMPs, and social safeguard reports.
- Monitor inclusivity of LSCPs, Citizens' Charters, and community planning, ensuring participation of women, youth, minorities, IDPs, and other marginalized groups.

- Coordinate with the PCU Environmental Specialist and Community Development & Local Governance Specialist to ensure environmental and social considerations are fully integrated into project processes.
- Closely working with FMS PIUs Social Safeguarding and Gender Specialists and Environmental Safeguarding Specialist to ensure environmental and social considerations at State and district levels are fully integrated into project processes.
- Work closely with the PCU part-time Gender Specialist to ensure that gender equality commitments are systematically embedded in Bulsho activities.
- Provide technical backstopping to PIUs on social risk management, grievance redress mechanisms (GRM), and gender and inclusion strategies.
- Consolidate PIU reports on social safeguarding and gender specialists and prepare contributions for quarterly and annual project progress reports.
- Support learning, knowledge sharing, and dissemination of good practices in social development and gender inclusion.

## 5. Deliverables

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

- Standardized guidance, tools, and training materials on social risk management, inclusion, and gender mainstreaming developed and disseminated to PIUs in coordination with the Gender Specialist.
- Consolidated and validated PIU reports on social development and gender inclusion, demonstrating compliance with ESF, ESCP, and POM requirements.
- Periodic quality assurance reviews of LSCPs, Citizens' Charters, and community planning processes, with documented findings and recommendations.
- Evidence of systematic participation of women, youth, minorities, IDPs, and marginalized groups across participating districts.
- Records of technical backstopping and advice provided to PIUs on grievance redress mechanisms (GRM), inclusion, and gender strategies.
- Contributions to quarterly and annual consolidated project progress reports, highlighting achievements, challenges, and lessons learned in social development and gender inclusion.
- Knowledge products (e.g., lessons learned notes, case studies, best practice briefs) on social inclusion and gender mainstreaming produced and shared with stakeholders.

## 6. Reporting

The Social Safeguarding Specialist will report to the PCU National Project Coordinator. He/she will work closely with the Environment Specialist, the Community Development and Local Governance Specialist, and the Gender Specialist of the PCU. He/she will coordinate with the Social Safeguarding and Gender Specialists of the PIUs.

## **7. Qualifications and Experience**

This position requires a senior social safeguarding and social development professional with strong expertise in oversight, inclusion, and institutional strengthening. The successful candidate will demonstrate the following qualifications:

### **Education**

- University degree in sociology, social development, gender studies, anthropology, development studies, or a related field. A master's degree is an advantage.

### **Professional Experience**

- Minimum of 10 years of professional experience in social development, inclusion, or social safeguards.
- At least 7 years of experience in donor-funded projects with proven application of the World Bank Environmental and Social Framework (ESF) or equivalent standards.
- Demonstrated experience in providing technical guidance, oversight, or quality assurance for participatory planning, inclusion strategies, or social risk management.
- Experience working with government institutions at national and state levels, preferably in fragile or conflict-affected settings.

### **Skills and Competencies**

- Strong analytical and advisory skills in social risk management, inclusion, and gender mainstreaming.
- Ability to develop guidance tools, training curricula, and capacity-building programs.
- High level of commitment, professional accountability, and ethical conduct.
- Excellent organizational and coordination skills, with ability to support multiple PIUs.
- Strong communication and facilitation skills, with proven ability to engage effectively with government, donors, and communities.

### **Knowledge**

- In-depth knowledge and understanding of the World Bank ESF, ESCP, and related instruments.
- Familiarity with Somalia's social dynamics, governance structures (local governance), and institutional context.
- Awareness of cross-cutting issues such as gender equality, inclusion, resilience, and conflict sensitivity.

**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 Environmental and Social Framework (ESF), Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF), Ten Environmental and Social Standards (ESS), an Environmental and Social Commitment Plan (ESCP) and templates for Environmental and Social Management Plans (ESMPs) manuals 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.**

MOIFAR 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, including a detailed updated CV and cover letter, outlining their experience and qualifications in relation to the role marked with the subject title of the position by the following email address: [info@moifar.gov.so](mailto:info@moifar.gov.so) and copy to [Abdirahman.ahmed@moifar.gov.so](mailto:Abdirahman.ahmed@moifar.gov.so) latest by **18<sup>th</sup> November, 2025 at 4:00 PM Mogadishu time.**

### **Attention:**

Bulsho Project

Ministry of Interior, Federal Affairs and Reconciliation

Federal Government of Somalia

Mogadishu, Somalia