

CONSULTANT VACANCY ANNOUNCEMENT

Issued on: 05 August 2014

ORGANIZATIONAL LOCATION:	UN-HABITAT
DUTY STATION:	Hargeisa, Somaliland with frequent missions to Puntland, South Central Somalia and Nairobi
FUNCTIONAL TITLE:	Land Programme Manager
DURATION:	11 work months over 12 months, with possibility of extension
CLOSING DATE:	19 August 2014

BACKGROUND

Somaliland and Puntland are emerging out of a prolonged conflict that had led to a breakdown of public administration systems as well as to large-scale destruction of urban infrastructure, public institutions and services. The conflict, coupled with recurrent natural calamities, also resulted in large-scale internal displacements and rural to urban migration. Both have led to rapid urban growth, congestion and urban sprawl, and informal settlements that lack basic infrastructure and services. Central to this situation is landlessness of large portions of the population. The absence of public land due to overwhelming land grabbing during the conflict and destruction of land records as well as the absence of land administration procedures, land policy and law add to the current challenges of development. Land-related conflicts, which threaten peace and social stability, are therefore very common and always looming. Overlapping claims on land often result in violent clashes between the different occupants of land in urban and rural areas. This also becomes an obstacle for good governance, as for example in Somaliland, local land dispute and conflict resolution using ad hoc and traditional procedures can occupy up to 80% of mayors' or district councillors' time.

The UN Joint Programme on Local Governance and Decentralised Service Delivery (JPLG) for Somalia launched in 2008 (First phase 2008-2012 and second phase 2013-2017) is a five agency (ILO, UNCDF, UNDP, UN-HABITAT and UNICEF) joint programme and has focus areas of:

- i) Supporting policy and legislative reforms for functional, fiscal and administrative decentralization that clarify and enhance the role of local government, its relationship to central government, and as a means to improve local service delivery,
- ii) Improving local government capacity for equitable service delivery,
- iii) Improving and expanding the delivery of sustainable services to citizens in an equitable, responsive and socially accountable manner and promoting local economic environment.

Under the JPLG, UN-Habitat has been supporting local and central government in three areas for improving land governance. These are i) support for land policy development, ii) support to establishment of Land Dispute Resolution Mechanism (Land Dispute Tribunal) and iii) support for institutional capacity development and building in order to respond land related conflict and improve local and central government capacity to better deliver services.

RESPONSIBILITIES

The Land Management Consultant will guide three sub-area of land component under the portfolio of UN-Habitat within JPLG. Under supervision and overall management of JPLG Programme Manager, the consultant will be reporting to JPLG Programme Manager and Chief Technical Advisor of Somalia Programme directly

The Consultant will be responsible for activities and outcomes in land management and administration systems development with regard to policy, legislation, regulations and tools development. The Consultant supports the development of innovative mechanisms for land dispute resolution; and provides for technical assistance to land sector interventions and programme coordination within UN-Habitat, the UN and with partners under the framework of the UN JPLG. In addition, the incumbent is expected to provide for day-to-day oversight in programme implementation for the UN-Habitat Office in Hargeisa, in close collaboration with the National Programme Officer, and acts as a focal person for liaison with the programme and operations management in the UN-Habitat Somalia Office in Nairobi.

I. Land Policy Development, specific duties are:

- Develop, maintains and strengthens networks and partnerships with international organizations and UN development agencies working in Somalia in land and related sector
- Provide technical guidance for development a clear road map (action plan) of pro poor land policy development process in Somaliland and Puntland, and facilitate implementation of the road map
- Facilitate building of consensus on land policy development process among stakeholders in all regions in Somalia
- Liaise with and coordinate existing partnerships of leading local government authorities, private sector initiatives and line ministers with mandate on land and related sector.
- Promote active dialogue with line ministers and local authorities and advocate for agreed land policy development process in Somaliland and Puntland;
- Undertake political economy analysis on land related issues and manage expectations on the ground, and facilitate development of a dialogue between different governance levels (Local and Central Government, UN agencies, NGO, CSO, and Donor community),
- Participate and design annual work plan for 2015 for JPLG`s land component under UN-Habitat
- Participate in capacity building of local partners in land governance by means of designing and delivering training and consultative workshops, disseminate information (public awareness), undertake presentation of good practices etc.
- Liaises with UN-Habitat thematic branches, i.e. Urban Land, Legislation and Governance Branch (ULLG) to advocate for UN-Habitat approach on development a national pro-poor land policy for Somaliland and Puntland.
- Design a capacity development programme for government, civil society, private sector, development organisations, etc.by providing a comprehensive capacity development support, including – but not limited to a series of training programmes (i.e. land governance, grass roots participations, security of tenure, access to land right, land administration, housing and property rights in coordination with UN-Habitat thematic branch ULLG.
- Facilitate institutionalization of a pro-poor land policy development process in all regions of Somalia.
- Review the strategic institutional development plan for the Land and Urban Management Institute (LUMI) in Somaliland and provide technical guidance and coordinate the operationalization of LUMI as part of institutional reforms in the land sector

II. Land Conflict Mediation / Resolution (incl. Land Dispute Tribunal (LDT):

Support the development of innovative mechanisms for land dispute resolution. Specific duties are

- Provide technical guidance for the continued development of regional Land Dispute Tribunals in Somaliland and support establishment and operations in Puntland
- Provide technical guidance in establishment of LTD in Puntland including the development of a set of regulation for LDT operation
- Advocate for establishing and strengthening use of case database management system for LDTs in Somaliland and Puntland,
- Develop a capacity development package for LDT and line ministers and local government officials involved in land dispute resolutions. Asses current processes of mediation and arbitration, and consider the appropriateness of these mechanisms to resolve land claims in Somaliland and Puntland. Assess the process of negotiation, with a focus on government`s policies on land claims/disputes and accordingly design capacity development package.
- Organise advocacy and awareness campaigns for a creative land dispute resolution proposals, such as unified system -Hybrid Model (Xeer + Sharia+ Secular Law) to bring on board all formal and informal actors involved on land disputes in coordination targeting local government officials, rule of law institutions and the public and informal institutions.
- Develop and establish links between the property taxation project and LDT mechanism.
- Provide inputs and advocate for Integration of LDT system into the judiciary system in Somaliland and Puntland.
- Provide strategic and technical guidance for institutionalization of LDT system in Somaliland and Puntland.
- Facilitate development of a capacity building for land dispute resolution bodies (incl. secular, religious, customary)

III) Programme Management Support

Participate in the work planning, budgeting, fundraising and programme development and management of the UN-Habitat Somalia programme and Land Management projects in particular. Specific duties:

- Contribute to the preparation and revision of UN-Habitat Somalia Annual Work Plans and budgets with regard to the JPLG`s Land component programme interventions
- Provide substantive technical inputs in the preparation of concept notes and project proposals and participate in fundraising and resource mobilisation with donors and partners in the land sector and other relevant sectors, as requested
- Manage financial allocations and plan and oversee procurement and logistics for Land component project activities
- Provide day-to-day overall management support in programme issues to the UN-Habitat Hargeisa Office, in close collaboration with the National Programme Officer

- Provide technical guidance and leadership for the work of the Land Management team
- Provide for linkages with UN-Habitat and its partners' global normative work.

COMPETENCIES (maximum of five)

Professionalism

Shows pride in work and achievements; demonstrates professional competence and mastery in delivering on UN-Habitat/JPLG mandate; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas.

Communication

Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match the audience; demonstrates openness in sharing information and keeping people informed.

Planning and Organizing

Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

EDUCATION

Advanced university degree (Master's degree or above) in land management/land administration or land economics or geomatics or urban planning.

WORK EXPERIENCE

Five years' work experience in project/programme management related to land management/land administration/geomatics, rural development and food security, Land use planning, land and property tax/finance/valuation, land law and development, capacity development including good practice training. Knowledge of post conflict and fragile state or developing countries, proven track record in working with a range of actors and mainly governments, experience in both institutional and technical issues, understanding of land sector in both urban and rural contexts. Knowledge of land dispute land conflict mediation/resolution including land dispute tribunal, land policy, land law and urban land administration and development in different geographical contexts, especially in post-conflict countries.

LANGUAGE SKILLS

Fluency in English; Knowledge of Somali is an asset

OTHER SKILLS

- Strong co-ordination, communication and facilitation skills
- Results-oriented, flexible and problem-solving attitude
- Display cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Fully competent in Microsoft Office Programmes such as Word, Excel, PowerPoint and land information and data management software
- Promote the vision, mission, and strategic goals of UN-Habitat

REMUNERATION

Payments will be based on deliverables over the consultancy period. There are set remuneration rates for consultancies. The rate is determined by functions performed and experience of the consultant. The fees will be paid as per agreement.

Applications should include:

- Cover memo (maximum 1 page)
- CV in the PHP format, accessible through the INSPIRA website (inspira.un.org) Please note, if using INSPIRA for the first time, you need to register in order to activate your account, which will allow you to log in and create a personal History Profile.
- The PHP should be attached to the application as a PDF file.
- Summary CV (maximum 2 pages), indicating the following information:
 1. Educational Background (incl. dates)
 2. Professional Experience (assignments, tasks, achievements, duration by years/ months)
 3. Other Experience and Expertise (e.g. Internships/ voluntary work, etc.)
 4. Expertise and preferences regarding location of potential assignments
 5. Expectations regarding remuneration
- Cover memo (maximum 1 page)

Please also be advised that since April 15th 2010, applicants for consultancies must be part of the UN-HABITAT e-Roster in order for their application to be considered. You can reach the e-Roster through the following link: <http://e-roster.unhabitat.org>

All applications should be submitted to:

please send the application to email: un-habitat.som@unhabitat.org

Application by email is strongly encouraged

Please quote "Land Programme Manager" on the subject line

Deadline for applications: 19 August 2014

UN-HABITAT does not charge a fee at any stage of the recruitment process. If you have any questions concerning persons or companies claiming to be recruiting on behalf of these offices and requesting the payment of a fee, please contact: recruitment@unon.org