



Job Description

Country	Somaliland
Project Holder	Ministry of Livestock and Fisheries Development (MoLFD)
Project	Strengthening Artisanal Fisheries in Sanaag
Fund	Somaliland Development Fund Phase 2
IFA Title	Cooperatives Development Officer (CDO)
Duration	12 months renewable contract based on performance
IFA No.	P101-128

1. Background to SDF

The Somaliland Development Fund (SDF) was established in 2012 to provide a single vehicle through which development partners could support Somaliland's development goals. The first phase of the SDF was implemented in 2013-2017 and supported the Government of Somaliland (GoSL) filling a critical gap through funding projects that are fully aligned to the National Development Plan (NDP) while at the same time recognizing the role of GoSL in the delivery of basic services.

The Somaliland Development Fund – Phase 2 (SDF2) covers the period 2018 – 2024. SDF2 is conceived as an inclusive economic development programme. It supports the GoSL in delivering infrastructure that is relevant for inclusive economic development. It focuses on sustainable investments that spur job creation and fast growth, while at the same time laying the foundation for long-term resilience and development, leading to a more stable and peaceful Somaliland. SDF2's ambitions are fully aligned with the NDP2 and reflect the priorities set out in Somaliland Vision 2030. Like in SDF1, all support will be aligned with government priorities as defined in Somaliland's second National Development Plan (NDP2) 2017-2021. The Fund Manager is responsible for the day-to-day management and administration of the Fund.

The objectives of the SDF2 are threefold:

- Support increased inclusive economic growth through investment in productive, strategic infrastructure to enhance economic growth and revenue generation.
- Strengthen and maintain the capabilities of the Government of Somaliland to prioritize and manage the sustainable and equitable development of Somaliland's infrastructure.
- Support strong government ownership of development priorities aligned with the National Development Plan.

2. SDF Funded Ministry of Livestock and Fisheries Development Project

The SDF has allocated funds to the Ministry of Livestock and Fisheries Development (MoLFD) for the implementation of Strengthening Artisanal Fisheries in Sanaag Project activities. The proposed project is further building on the investments made under SDF1 in Maydh as well as Maydh jetty which is currently under construction. The project will strengthen the capacities of fishing communities and support them to market their catch. The project contains three major outputs:

Output 1: Capacity development

The first output relates to capacity development of MoLFD to enhance its ability to initiate, deliver, and support the management of investments/projects. Crucial for economic development and

value for money being realized as result of the projects, will be the ability to select investments with comparative strategic economic and social advantage for diverse members of the population and which are resilient to current and future shocks (climate and otherwise). In summary, the project will provide capacity development to MoLFD to plan, implement and sustain the interventions related to fish production, preservation, and marketing.

Output 2: Community governance

The second output relates community engagement and seeks to strengthen capacity to participate in and sustain project activities by three current local fisheries Committees in Maydh, Hiis and Laasuurweyn as well as Rasmi Fishing Association. Ultimately, the three fisheries committee (cooperatives) and one association will be expected to be able to better manage marine resources. Under this output, the project will facilitate reorganization of the four-community structure(s) into sustainable as well as inclusive organisations.

Output 3: Improved production of artisanal fishing in Sanaag region

This component will strengthen the fishing value chain by investing in required software and hardware. As such fishing communities will be trained in techniques to increase production and as well as ensuring that it reaches the intended market whilst minimising post-harvest losses. This output will specifically address the following parts of the fish value chain: 1) increasing fish production, 2) fish handling and processing, 3) fish transport and marketing, 4) equipment and services and 5) support to fishers' associations.

3. General Description of the Role

Under the direct supervision of the Project Manager and the TA take lead in the following:

- Assessing the status of the fishermen, the three fisheries committees and one association including the state of their organisation and governance
- Assessing the skills levels in management, market knowledge, preparedness of the local fishermen to take advantage of the market opportunities.
- Development of technical, managerial, and marketing capacities of the committees and association at the project locations.
- Provide suggestions for further development of the fisheries market and value chains.

This position is a fulltime job; therefore, candidates are expected to relinquish other duties once they are appointed.

4. Key Tasks

Under the supervision of the PM and the TA, the Cooperative Development Officer will be responsible for the following:

Technical tasks

- Assess the status and needs of existing fisheries cooperatives and association in Maydh, Hiis and Laasuurweyn.
- Based on the findings from the assessment propose actions, which should be taken to further organize, capacitate (managerial and technical) the cooperatives and association.
- Take ownership of the post-assessment improvement process to further strengthen the cooperatives and association.
- Work with MoLFD, PMT to establish governance structures, membership, and operational framework (legal, operational, and managerial) for the fisheries cooperatives and association.
- Support in the operationalisation of the cooperatives and association by formalising them with registrations and complying with other regulations.

- Convene regular meetings with the leadership of the cooperatives and association to stay aligned and manage expectations to further develop the organizations.
- Managing capacity development activities by preparing and (co)delivering a wide range of tailor-made trainings on various subjects related to the management and operations of the cooperatives and association.
- Support in the development and delivery of tailor-made trainings for fisheries value chain actors (from fishermen catching the fish to traders selling the catch to consumers) on fish handling, quality assurance, processing, transportation, storage, business planning, management, financial management and marketing.
- Provide guidance and leadership on training needed by the fisheries cooperatives including working with key stakeholders to prepare their terms of reference
- Contribute to strengthening the fish value chain by helping stakeholders to improve their practices and build stronger connections with previous or next actors in the value chain.
- Work with the cooperatives and association to establish new markets for their members.
- Coach / mentor fish value chain entrepreneurs on meeting all legal and regulatory requirements of their business.

Other tasks

- Support with technical and logistical activities required for making the meetings, workshops, and trainings a success.
- Support the cooperatives and association with the preparations and process to distribute equipment to fisheries value chain stakeholders and up-taking required trainings to sustain the equipment.
- Work on any other assignment as agreed with the Project Manager and TA.

5. Deliverables

- Assessment report with a SWOT analysis of the cooperatives, association, and their members.
- List of required trainings to strengthen the cooperatives, association, and their members.
- Develop training modules for the key trainings needed by the stakeholders.
- Cooperatives and association development progress reports as part of the monthly project report.
- Monthly and Quarterly progress reports.

6. Performance evaluation and contract extensions

- The first three months of the assignment will be a probation period.
- Key performance targets will be agreed for the probation period and every six months after the probation period before the contract is signed off.
- Performance appraisal will be conducted every six months and will be based on agreed performance objectives and individual deliverables. This will be signed off by both the PM and the focal point on behalf of the SDF Secretariat.

7. Duration and location.

The CDO will be issued with a 12-month contract. The main location is Maydh with travel Hiis and Laasurweyn.

8. Reporting and other relations

The CDO will work under the overall supervision of the MoLFD – F Project Manager and the Technical Advisor and the SDF Focal Point.

9. Required Qualifications/Skills

- Degree in social sciences, cooperative development, entrepreneurship, business management or other relevant fisheries related degree.
- Minimum of 5 years' experience in cooperative development, cooperative business operations, value chain strengthening, management and agriculture or fisheries development.
- Minimum of 3 years' experience in developing or building capacities of organizations and individuals with low literacy levels.
- Minimum of 2 years' experience in organizing communities and strengthening organizations (from governance to operations).
- Minimum of 2 years' experience working in artisanal fisheries value chains targeted at coastal fishing communities.
- Conducted at least 1 assessment or improvement plan with coastal fisheries communities in the last 3 years.
- Demonstrated excellent command of spoken and written English and Somali.

10. Payment

- A monthly salary will be paid to the officer as part of the PMT payroll issued by the PMT and approved by the SDF Secretariat.
- Any other allowance will be in line with the Project Management Teams terms and conditions of service.