



FEDERAL REPUBLIC OF SOMALIA
Ministry of Commerce and Industry

Terms of Reference

Job Title: Industrial Development Advisor

Project Name: Somalia Productive, Resilient, and
Inclusive Growth (SPRING)

(P501662)

Job Title	Industrial Development Advisor
Assignment Location	Ministry of Commerce and Industry, Mogadishu
Duration of Contract	Twelve (12) months, renewable based on performance and funding
Cooperations	Project Manager, Private Sector Development Specialist, and respective departments
Reporting to	Director General of the Ministry

1. Background

The Ministry of Commerce and Industry (MoCI) of the Federal Government of Somalia is mandated to promote industrial development, strengthen productive sector value chains, and create the institutional and regulatory conditions necessary for sustained industrial growth. MoCI's industrial development mandate encompasses policy formulation, regulatory reform, special economic zone development, intellectual property administration, and promotion of value addition across priority sectors including agro-processing, fisheries, livestock, and light manufacturing.

In alignment with the National Transformation Plan (2025–2029) and Vision 2060, MoCI, in collaboration with the World Bank Group, is implementing the SPRING Project to accelerate institutional reforms and regulatory improvements that unlock Somalia's industrial potential. Recent diagnostic work including the SDIT Priority Sector Investment Report has mapped the country's emerging industrial base and identified priority sectors with strong demand, market gaps and clear opportunities for formalization, investment and trade. To operationalize this agenda, MoCI is seeking a dedicated Industrial Development Advisor to lead the operational and institutional implementation of its industrial development programme.

In May 2025, the Federal Republic of Somalia, through its Ministry of Finance (MoF) launched the Somalia Productive, Resilient, and Inclusive Growth (SPRING) project. The project development objective is to promote private sector-led growth and job creation by improving the business-enabling environment, strengthening the financial system, and enhancing access to finance. The SPRING project is organized around four components (three mutually reinforcing and one supporting): (i) Component 1: Improving the enabling environment for the private sector; (ii) Component 2: Deepening financial sector reforms and strengthening institutional capacity; (iii) Component 3: Enhancing access to finance and resilience for MSMEs; and (iv) Component 4: Project Management. A wide range of activities will be implemented as part of this project to reach its development objective, such as improvements to regulatory/institutional frameworks, the rollout of the digital ID system, financial sector reforms, the creation of a risk-sharing mechanism, and the provision of business development services for micro, small and medium enterprises in select economic sectors, among others.

Jobs

The MoF received US\$105 million from the World Bank, including US\$10 million from the Somalia Multi-Partner Fund to implement the SPRING project. As part of this initiative, under Component 1, the MoF intends to apply part of the proceeds from the World Bank to finance the position of Industrial Development Advisor. The Industrial Development Advisor Will Support operationalization of Somalia's National Industrial Policy and Industrial Promotion Strategy, translating policy commitments into departmental work plans, implementation schedules, and regulatory instruments, giving priority to supporting formalization of the firms (business registration and licensing) as well as positioning market

access opened by EAC and being readied through other trade initiatives particularly AfCFTA and WTO ascension

2. Purpose of the Assignment

The purpose of hiring an Industrial Development Advisor is to strengthen MoCI's operational capacity to implement, regulate, and coordinate Somalia's industrial development agenda particularly by promoting formalization (with a special focus on micro and small industries and industries owned by women) and positioning the Somali industrial enterprise to access the external trade opportunities being opened up through EAC integration, AfCFTA and WTO accession. The Advisor will provide technical support to MoCI's industrial departments in translating existing and forthcoming industrial policies into operational frameworks, departmental implementation plans, and operational procedures — directly contributing to the business registration and licensing agenda, job creation, import substitution, export diversification, and private-sector-led industrial growth.

3. Scope of Work

In line with Somalia's industrial development priorities, the Advisor will:

- Support operationalization of Somalia's National Industrial Policy and Industrial Promotion Strategy, translating policy commitments into departmental work plans, implementation schedules, and regulatory instruments, giving priority to supporting formalization of the firms (business registration and licensing) as well as positioning market access opened by EAC and being readied through other trade initiatives particularly AfCFTA and WTO ascension.
- Support the operational implementation of industrial standards and incentive frameworks once adopted, including departmental rollout, procedural guidance, and staff operating procedures at federal and sub-national levels prioritizing actions that progress export readiness. Reform action planning within MoCI's mandate — including procedural simplification, institutional adjustments, and regulatory or administrative improvements — is led by the B-Ready Initiative Focal Point; the Advisor provides industrial-sector technical input to that process.
- Provide technical advisory support to the development of strategy and preparatory work for the establishment of Special Economic Zones (SEZs) with a focus on connecting government to business service delivering relating to business registration and licensing and, existing MoCI initiatives..
- Support establishment and strengthening of inter-ministerial coordination mechanisms for industrial development, facilitating structured dialogue between MoCI and line ministries responsible for infrastructure, finance, energy, and agriculture.
- As relates to development of industries, support the operationalization of MoCI's intellectual property administration functions, including IP registration procedures, awareness systems, and alignment with regional and international IP frameworks.
- Provide technical assistance in drafting industrial policy instruments, regulatory frameworks, concept notes, and institutional establishment documents required for MoCI's industrial development programme ensuring a focus on business formalization and connection with external trade agenda is embedded.
- Design and deliver capacity-building programmes for MoCI's industrial development and SEZ staff in: industrial policy implementation with support to MoCI business formalization and trade agenda; investment facilitation; value chain development; IP administration; and environmental compliance frameworks.

- Support institutionalization of public–private dialogue mechanisms for industrial development, including facilitation of consultation forums with industry associations, chambers of commerce, and private investors, using these forums to surface formalization and trade barriers with deliberate inclusion of micro and small women owned industries.
- Prepare all necessary documentation related to the assignment, including regulatory frameworks, implementation plans, training materials, progress reports, and strategic advisory notes consistent with MoCI’s industrial development mandate.

4. Expected Outputs and Deliverables

- Industrial Development Operational Implementation Plan, mapping existing and forthcoming policy instruments to operational timelines and responsible departments with business formalization and export embedded.
- Industrial policy and regulatory drafting outputs — policy instruments, regulatory frameworks, concept notes, and institutional establishment documents prepared under the assignment, with business formalization and external-trade linkages embedded.
- Readiness note with related implementation plan addressing business registration and licensing as well as export readiness, particularly among the micro, small and medium sized enterprises
- Capacity-building programme package — training curriculum, session materials, and delivery records for MoCI industrial development and SEZ staff across the areas set out in the Scope of Work.
- Training and capacity-building evaluation reports demonstrating measurable improvements in MoCI industrial department staff competencies.
- Documentation and reports from industrial development public–private dialogue sessions, including agreed industrial-sector operational priorities and technical recommendations.
- Assignment documentation package as set out in the Scope of Work, including regulatory frameworks, implementation plans, training materials, and strategic advisory notes consistent with MoCI’s industrial development mandate.
- Yearly progress reports on the implementation of MoCI’s industrial development programme, submitted to the Director General.

5. Duration and Location

The initial duration of this assignment will be [12] months, with possible extension based on satisfactory performance, funding availability, and project needs. The position will be based at the Federal Ministry of Commerce and Industry in Mogadishu, Somalia, with occasional travel to Federal Member States and SEZ sites as required.

6. Qualifications and Experience

- Master’s degree in Industrial Economics, Development Economics, Business Administration, , or a related field.
- Minimum of 8 years of demonstrated experience in industrial development, investment facilitation, value chain development, or related regulatory reform work within government or international development contexts and supportive of business formalization and external trade.
- Demonstrated knowledge of industrial policy design, business formalization and licensing systems, special economic zone governance, or productive sector development in sub-Saharan Africa or comparable fragile and conflict-affected settings.

- Experience with intellectual property administration or quality and standards systems is an advantage.
- Demonstrated ability to manage inter-ministerial coordination and facilitate multi-stakeholder consultation processes.
- Experience with World Bank or international development projects is strongly preferred.
- Proficiency in English and excellent written and verbal communication skills are required. Fluency in Somali is an advantage.

7. Reporting and Institutional Arrangements

The Advisor will report to the Director General and will work closely with the Project Manager, relevant departments at MoCI, and external stakeholders as needed. The Advisor will coordinate with the Private Sector Development Specialist to ensure industrial development regulatory activities are coherent with the broader business environment reform agenda. The Advisor does not lead regulatory reform planning, reform prioritization, or reform progress reporting within MoCI's mandate; these functions remain with the B-Ready Initiative Focal Point. The Advisor's role is industrial-sector operational implementation, and provides sector-specific technical input into the B-Ready reform planning process. The Advisor will assist MoCI, in collaboration with the Project Manager and the respective department directors, in preparing yearly reports.