



FEDERAL REPUBLIC OF SOMALIA

Ministry of Commerce and Industry

Terms of Reference

Job Title: Private Sector Development Advisor

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

(P501662)

Job Title	Private Sector 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, B-Ready Initiative Focal Point, and respective departments
Reporting to	Director General of the Ministry

1. Background and Context

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.

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 for part of the proceeds from the World Bank to finance the position of Regional Trade Integration Advisor for the WTO. This position will support the SPRING Project in building capacity to identify, assess, and manage social risks, including the development of required mitigation instruments. The Advisor will ensure to provide high-level strategic, technical, and policy advisory support to MoCI in formulating, negotiating, and implementing regional trade integration frameworks that enhance market access, reduce trade barriers, and strengthen the country's position in regional and continental trade platforms.

Under the SPRING Project, the Ministry of Commerce and Industry (MoCI) is strengthening its role in advancing regional trade integration, including Somalia's engagement with AfCFTA, COMESA, and IGAD. To ensure alignment of national trade policies with regional commitments and to maximize the benefits of regional integration, the SPRING Project will support the engagement of a Regional Trade Integration

2. Purpose of the Assignment

The purpose of hiring a Private Sector Development Advisor is to strengthen the Ministry of Commerce and Industry's (MoCI) institutional capacity to design, implement, and manage comprehensive reform programmes that foster a competitive, inclusive, and resilient private sector across Somalia. The Advisor will provide high-level strategic, technical, and policy advisory support to improve business environment reform, governance, strengthen regulatory coordination between the Federal Government and Federal Member States (FMS), and support the formalization of SMEs.

The role will directly support activities related to reducing administrative and compliance burdens on businesses, streamlining investment facilitation processes, and institutionalizing structured public-private dialogue mechanisms. By promoting risk-based, transparent regulatory governance and harmonizing business reform frameworks across federal and state jurisdictions, the Advisor will contribute to private sector-led economic growth, enhanced domestic market integration, expanded regional trade participation,

and sustainable job creation—aligned with the (SPRING) project objectives and Somalia's National Transformation Plan.-

National Transformation Plan (NTP) alignment: This role directly supports Pillar 2: Sustainable Economic Transformation, specifically Chapters 6 (Sustainable Economic Development), 8 (Macro-Economic Stability), and 10 (Employment and Labour) of the NTP 2025-2029.

3. Scope of Work

Under the SPRING Project framework and aligned with Somalia's National Transformation (Pillar 2), the Advisor will:

- Conduct comprehensive private sector regulatory diagnostics to identify administrative bottlenecks and compliance burdens affecting private sector entry, operation, and growth across federal and state jurisdictions.
- Develop sequenced, costed reform proposals to streamline business licensing, registration, permitting, and compliance processes across Federal and FMS levels, translating diagnostic findings into actionable reform roadmaps with clear timelines, responsible institutions, and resource requirements.
- Provide policy guidance and regulatory advisory support for the enabling environment of the Somalia Business Registration and Licensing System (SBRLS), ensuring interoperability, transparency, and user-centric design principles that reduce time and cost for business formalization.
- Promote risk-based and transparent regulatory governance approaches across MoCI's service delivery functions, including the introduction of regulatory impact assessments, outdated regulations, and digital-first service delivery models.
- Facilitate alignment of federal and state-level business regulatory frameworks to reduce jurisdictional inconsistencies, regulatory fragmentation, and compliance duplication affecting private sector actors operating across multiple territories.
- Support development of harmonized regulatory frameworks and inter-governmental coordination mechanisms related to business environment reform, including memoranda of understanding, mutual recognition arrangements, and shared regulatory databases between Federal and FMS institutions.
- Design and implement policies that encourage MSME formalization and reduce the cost of compliance for small and medium enterprises, including simplified registration procedures, tiered compliance requirements, and targeted incentives for informal enterprises transitioning to formal status.
- Support domestic market integration initiatives to enhance intra-Somalia trade flows and, in collaboration with relevant departments, support regional trade participation.
- Provide technical assistance in drafting policy papers, strategic documents, and reform roadmaps consistent with Somalia's private sector development priorities, ensuring evidence-based analysis and alignment with international best practices.
- Design and deliver capacity-building programmes for MoCI staff and respective departments in: business environment reform, trade facilitation principles, regulatory impact assessment techniques, and monitoring and evaluation frameworks for reform implementation.

- Develop internal reform guidelines, standard operating procedures (SOPs), and operational manuals to institutionalize reform practices and quality assurance mechanisms within MoCI.
- Facilitate structured consultations with private sector associations, chambers of commerce, and business membership organizations, and support the institutionalization of sustainable public–private dialogue platforms with clear mandates, regular meeting schedules, and documented feedback loops into policy processes.
- Document consensus-based reform priorities emerging from stakeholder engagement, ensuring transparent communication of reform rationale, expected impacts, and implementation timelines to build private sector trust and compliance.
- Prepare all necessary documentation related to the assignment, including strategic documents, reform roadmaps, concept notes, reports, training & learning materials, and terms of reference consistent with Somalia's private sector development objectives.
- Provide evidence-based analysis to inform MoCI leadership decisions on reform sequencing, prioritization, and resource allocation, including political economy assessments and risk mitigation strategies for complex reforms.

4. Expected outputs and Deliverables

- Detailed regulatory reform recommendations report covering cross-cutting, Federal–FMS harmonization, and sector-specific reform areas, with clearly sequenced, costed, and time-bound reform actions, institutional responsibility matrices, and monitoring indicators.
- Comprehensive MoCI regulatory reform roadmap detailing actionable steps for regulatory improvement across the Ministry's full mandate, including Federal–FMS coordination mechanisms, formalization of public–private dialogue institutionalization, investment facilitation improvements, and domestic market integration initiatives.
- Documentation and reports of stakeholder engagement workshops and public–private dialogue sessions, including participant lists, agreed reform priorities, action items, and follow-up mechanisms.
- At least 3 stakeholder workshops successfully conducted per contract year with documented outputs, agreed reform priorities, and measurable follow-up actions.
- Yearly progress reports detailing the impact of implemented reforms on the business environment, including quantitative indicators (e.g., reduction in registration time/cost, increase in formalized enterprises) and qualitative assessments of regulatory governance improvements.
- Training and capacity-building evaluation reports highlighting measurable improvements in private sector staff competencies, including pre- and post-training assessments, training attendance records, and practical application of acquired skills in reform implementation.
- Policy and strategic documents produced, reviewed, and endorsed by MoCI management, reflecting alignment with Somalia's private sector development priorities and international best practices.
- Evidence-based yearly monitoring and evaluation reports submitted to MoCI and the (IU, identifying bottlenecks, and providing recommendations.
- Capacity-building outcomes documented, demonstrating measurable improvements in MoCI staff competencies related to private sector development reform, trade facilitation, regulatory impact assessment, and monitoring and evaluation.
- Operational manuals and SOPs for institutionalized reform practices within MoCI, ensuring sustainability of advisory support beyond the assignment duration.

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 as required.

6. Qualifications and Experience

- Master's degree in Economics, Business/Public Administration, International Relations, Development Studies, Accounting & Finance, or related fields.
- Minimum of 6 years of demonstrated experience in private sector development, regulatory reform, or investment climate work within government or international development contexts.
- Demonstrated ability to manage complex stakeholder relationships across government, private sector, and development partner environments.
- Experience with World Bank or international development projects is strongly preferred.
- Proficiency in English and excellent written and verbal communication skills are highly desirable.

7. Reporting and Institutional Arrangements

The Advisor will report to the Director General and work closely with the Project Manager, relevant departments at MoCI, and external stakeholders as needed. The Advisor shall receive a monthly technical note from the B-Ready Initiative Focal Point consolidating indicator findings and emerging data trends, and shall integrate these into the reform roadmap, recommendations report, and stakeholder consultation process. The Advisor will submit reports to MoCI, in collaboration with the Project Manager and the respective department directors, in preparing Monthly and quarterly reports.