



Government of Somaliland
Ministry of Agricultural Development

Food Systems Resilience Program for Eastern and Southern
Africa (Phase 3) FSRP (P177816)



EVALUATION OF EXPRESSION OF INTEREST AND SHORTLISTING REPORT FOR THE POSITION AGRICULTURAL
INFRASTRUCTURE SPECIALIST (AIS)

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"Evaluation of Expression of Interest" because that's the
exact words used in STEP.

STEP REFERENCE; SO-MOAD-SL-474506-CS-INDV

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January 2026

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1. Background of the Project

The Somaliland Ministry of Agricultural Development (MoAD) is implementing Food Systems Resilience Project financed by the World Bank. The aim of the project is to tackle the underlying structural challenges of food insecurity and reduce beneficiaries' vulnerability to unpredictable climate, crisis, and conflict events. It seeks to achieve this by rejuvenating Somaliland's Agri-livestock research institutions, seed systems, and extension services and developing community institutions that can anchor adaptation of climate smart Agri-livestock practices; strengthening the availability of water and improved rangelands management for resilient agriculture and livestock production; strengthen animal health services, strengthening the integration of the production systems to domestic and regional markets, with appropriate investments in food safety and value addition, and establishing an enabling policy and institutional framework capable of supporting food systems resilience for Somaliland at national and regional levels. The project development objective (PDO) of the FSRP is to increase the resilience of food systems and Somaliland's preparedness for food insecurity in project target areas. The Food Systems and Resilience Project, funded by the World Bank, has Six key components: (Re-)Building Resilient Agricultural Production Capacity Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes Getting to Market Promoting a Greater Focus on Food Systems Resilience in National and Regional Policymaking Contingent Emergency Response Component, Project Management and Monitoring and Evaluation. Therefore, the Ministry of Agricultural Development (MoAD) of the Government of Somaliland (GoSL) invites suitably qualified individuals to apply for the position of Agriculture Infrastructure Specialist for this Project funded by the World Bank. The Agriculture Infrastructure Specialist position will be a full-time contracted staff position.

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2. Objectives of the Assignment

The objective of the assignment is to support the implementation of construction and rehabilitation of infrastructures in sub/micro projects and provide effective coordination and management of civil works related to irrigation infrastructures, aggregation centers, markets, pack houses, institutional buildings, warehouses, and other related civil works under the Project. The Specialist will oversee the preparation of tender documents, supervise civil works activities, ensure compliance with environmental and social safeguards requirements and climate change adaptation, develop contracts and MoUs, and support the preparation of Annual Work Plans and Budgets. Through these responsibilities, the assignment will contribute to strengthening resilient agriculture and livestock production and support the achievement of the development objective of the Food Systems Resilience Project.

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3. Procurement Plan, Advertisement, Submission of Applications, and Shortlisting Process

The procurement plan and Terms of Reference (ToR) for the position of **Agriculture Infrastructure Specialist** were submitted by the Ministry of Agricultural Development (MoAD) of Somaliland through the World Bank's online Systematic Tracking of Exchanges in Procurement (STEP) and subsequently approved via a No Objection Letter from the Bank.

Following this clearance, the position was publicly advertised from 19th July 2025 to 20th August 2025 on widely recognized regional Somali job platforms and other relevant outlets to ensure broad visibility and attract qualified candidates as shown below:

- Somali jobs: the link is here ([Agriculture Infrastructure Specialist](#))

At the close of the application period, all received Expressions of Interest (EOIs) were screened, documented, and analysed. The shortlisting process was conducted by an Evaluation Committee nominated by the Minister of Agriculture in accordance with the **Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non-Consulting and Consulting Services, July 2016, revised November 2017, 2018, 2020, and September 2023 ("Procurement Regulations")**, setting forth the World Bank's policy on conflict of interest.

3.1 The Shortlisting Process

The shortlisting process, conducted on 25th December 2025, went through the following steps:

Step #1: The Evaluation Committee prepared the selection criteria in reference to the requirements outlined in the advertised Expression of Interest (EOI).

Step #2: The Committee screened all applications received and evaluated them against the established criteria.

A total of 33 applicants were received and evaluated in detail against the evaluation criteria. Based on the evaluations, four (4) candidates who fully met the selection criteria are shortlisted and recommended for an interview. The evaluation criteria are shown in Table 1.

Table 1. Shortlisting criteria

Criteria #	Criteria description	Requirement status as per the EOI	Criteria included in shortlisting
			(YES/NO)
1	A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.	Required	Yes
2	A valid professional registration by the Engineering Registration Board;	Required	Yes
3	At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects;	Required	Yes
4	Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs,	Required	Yes

	warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.		
5	Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.	<i>Required</i>	<i>Yes</i>
6	Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.	<i>Required</i>	<i>Yes</i>
7	Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.	<i>Required</i>	<i>Yes</i>
8	Excellent communication skills, both written and verbal, with the ability to engage effectively with diverse stakeholders.	<i>Required</i>	<i>No¹</i>

3.2 Eligibility, Conflict of Interest, and Unfair Advantage Verification

All the applicants have been checked for their compliance with paragraphs 3.14 (conflict of interest) and 3.21 – 3.23 (eligibility) as per the World Bank's Procurement Regulations for IPF Borrowers: Procurement in Investment Financing - Goods, Works, Non-Consulting and Consulting Services dated July 2016, updated November 2020 and September 2023.

Accordingly, civil servants are not eligible for the position on account of paragraph 3.23 (d) (i) of the World Bank Procurement Regulations. In this case, the services of civil servants for the position are not considered with the expectations of section 3.23 under paragraph (d) which says:

- the services of the government officials and civil servants of the Borrower's country can be hired only when they are of a unique and exceptional nature, or their participation is critical to the project implementation.
- their hiring would not create a conflict of interest; and
- their hiring does not conflict with any laws, regulations, or policies of the Borrower.

Observed that none of the thirty-three (33) applicants for this position is a civil servant.

¹ Any remaining criteria that were not part of the shortlisting process will be assessed during the interview

3.3 Names of the shortlisted candidates

Table 2. Shortlisted candidates

No	Full Name	Nationality	Gender	Email	Phone Number
1.	Abdisalan Ahmed Muhumed	Somaliland	M	abdicade.4g@gmail.com	+25263-4258690
2.	Idiris Ismail Ibrahim	Somaliland	M	eng.idiris@gmail.com	+ 2522-4744809
3.	Jimcale Abdiqani Abdilaahi	Somaliland	M	jimcale.abdiqani@gmail.com	+252 634290878
4.	Mustafe M Abdliahi	Somaliland	M	mustafurade1@gmail.com	+252-634428637

N.B The names of the candidates are listed in alphabetical order, which does not necessarily indicate ranking or preference.

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4. Long list of applicants with responsiveness against the selection criteria

Please note that if the criterion is met, it is marked as "Yes"; if not met, it is marked as "No". Gender is indicated as M for male and F for female. For further details, please refer to Table 1 (criteria description). The candidates' names are listed in alphabetical order, which does not necessarily indicate ranking or preference. Each candidate has been assigned a number in Table 3, which can be used to identify their corresponding application documents, as provided in Annex 2.

Table 3. Longlist

Sno	Full Name	Gender	Criterion #1	Criterion #2	Criterion #3	Criterion #4	Criterion #5	Criterion #6	Criterion #7	Remarks and Recommendation (Provide evidence on how the candidate did or did not meet the criteria, each criterion at a time)
1.	Abdala Aden Abdala	M	YES	NO	YES	NO	NO	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering – Gollis University, 2016 ✓ Master of Science in Project Management – Unity University (Expected 2026) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met

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										✓ African Relief Committee (ARC) – Date: April 2021 – Present – Position: Project Supervision ✓ Som-modern Construction Company – Date: May 2019 – April 2021 – Position: Project Manager and Designer ✓ Al Assala Construction Company – Position: Assistant Engineer (Hargeisa International Hospital) ✓ AL Hayat Islamic Foundation – Date: Dec 2017 – Position: Consultant Ministry of Water Resources – Date: 2017 – Position: Monitoring and Evaluation ✓ Daryeel Construction Company – Date: May 2016 – Position: Site Supervisor Candidate has 6 years of relevant experience. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met CV mentions preparation of BoQs, tender documents, and supervision of works. No evidence of developing construction or management guidelines or standards for markets, storage, or irrigation infrastructure. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met Candidate roles demonstrate engagement with stakeholders, but CV shows general project coordination but does not demonstrate providing technical advice specifically to private sector operators. There is no evidence of advisory roles, guidance, or capacity building for private businesses.
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										<u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The candidate has not provided any evidence of experience related to environmental or social safeguards in the CV. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met Evidence indicates monitoring and reporting at project level, but tools or systematic approaches for tracking outputs/outcomes are not detailed. <u>Conclusion: This candidate did not meet all the selection criteria. Hence, the candidate is not shortlisted and not recommended for an interview.</u>
2.	Abdihakim Mahamud Omar	M	YES	NO	YES	NO	NO	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ BSc in Civil Engineering – Eelo University (2008–2012) ✓ MSc in Statistics – Kampala International University (2014–2017) ✓ Candidate for master's in international Cooperation and Humanitarian Aid (on hold) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion Not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate demonstrates more than 5 years of relevant engineering and WASH infrastructure experience.

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									✓ WASH Project Engineer – Welthungerhilfe (Sept 2022 – Current) ✓ Technical Project Officer – World Vision International (Jan 2020 – Oct 2022) ✓ WASH and Infrastructure Officer – World Vision International (July 2017 – Dec 2019) Candidate has 6 years of relevant experience. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The CV does not demonstrate development of design standards or construction guidelines for agricultural structures. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met Some engagement with local government and project teams is described, but no evidence of advisory support to private sector operators. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The candidate has not shown any evidence in the CV related to environmental or social safeguards.
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has shown in his CV evidence of monitoring and reporting work. Evidence includes: • “produce weekly and monthly progress updates about cash for work activities like Monthly Monitoring Reports, Project Implementation Monitoring Report...” • “prepared and submit detailed reports, including impact stories...” • “submit detailed reports, including impact stories to the management.”
3.	Abdirahman Mohamoud Muhumed	M	YES	NO	NO	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met The candidate has shown in his CV the following qualifications: • BSc in Civil Engineering – Gollis University (2011–2015) • MSc in Project Planning and Management – New Generation University (2017–2019) • MSc in Human Resource Management and Leadership – New Generation University (2020–2022) • Master’s candidate in International Law and Diplomacy – Abaarso Tech University (currently ongoing) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation</u>

										<u>infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The candidate has shown in his CV evidence of relevant engineering and civil works experience, including work on irrigation and water infrastructure. Evidence includes: ✓ Project Manager – Home Star (Feb 2018 – Jun 2018): ✓ Project Manager – Home Star (Jul 2017 – Nov 2017): ✓ Project Manager – Home Star (Feb 2019 – Mar 2020): ✓ Site Engineer and Quality Assurance – Inyatsi Construction LTD (Aug 2022 – May 2023): ✓ Project Manager – Inyatsi Construction LTD (Jun 2023 – May 2025): The CV demonstrates 4.6 years of relevant civil works and rural engineering experience, including projects implemented with donor organizations. Therefore, the CV does not meet the minimum requirement of 5 years of relevant experience and does not satisfy the criterion. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has shown in his CV experience in technical preparation and management of construction projects. Evidence includes: • “Prepare detailed construction cost estimates; implement development plans, construction plans and specifications.” • “Developing and managing project schedules, budgets and resource allocations to ensure cost efficiency and timely delivery.” • “Provide technical support for projects including analyses, design, Potential Failure Mode Analyses, risk assessments, site inspections, construction observation and regulatory compliance activities associated with a variety of hydraulic structures.”
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									The CV indicates experience preparing project documents, design plans, and specifications for water infrastructure and hydraulic structures. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has shown in his CV evidence of collaboration and technical guidance. Evidence includes: • “Communicate with multi-disciplinary teams on various projects related to dams and other hydraulic structures.” • “Interface with clients, consultants, government authorities, and community representatives.” • “Provide technical guidance and on-site support to engineers and supervisors.” • “Maintaining clear and consistent communication with all stakeholders, providing regular progress reports, and managing client expectations.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate has shown in his CV evidence of environmental and social safeguards experience. Evidence includes: • “Ensure environmental and social safeguard measures are adhered to.” • “Enforce site safety protocols in compliance with national and international standards (e.g. OSHA, IFC).” • “Conduct regular risk assessments and ensure mitigation plans are in place.”
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has shown in his CV evidence of monitoring and reporting. Evidence includes: • “Designing and implementing M&E frameworks, including the selection of appropriate indicators, data collection methods, and reporting formats.” • “Developing data collection tools (e.g., questionnaires, checklists) and ensuring their effective use in the field.” • “Preparing regular M&E reports for internal and external stakeholders, including donors and project teams.” • “Maintaining clear and consistent communication with all stakeholders, providing regular progress reports, and managing client expectations.”
4.	Abdirashid Mohamoud Ahmed	M	NO	NO	NO	NO	NO	YES	NO	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion not met The candidate has shown in his CV the following qualifications: ✓ Bachelor of Agriculture and Natural Resource Management – university-certified (no specific university stated) ✓ Master’s degree in development studies – Unity University However, the candidate has not provided complete information, as the CV does not specify the university from which the Bachelor of Agriculture and Natural Resource Management was obtained. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not include any professional registration certificate or registration number. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation</u>

										<u>infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The candidate has shown in his CV evidence of experience in agricultural infrastructure and community-based projects. Evidence includes: • <i>"I am working Agriculture infrastructure in All Regions in Somaliland, the activities my responsibility during the worked project..."</i> • <i>"I have worked field officer cash for work ... prepared and submitted weekly field reports to the project manager."</i> • <i>"I was 3 year director project Environmental social and safeguard, desert locust Impacts in Somaliland (ESS)."</i> • <i>"I was 4 year director of horticulture and bee keeping production in Ministry of Agriculture JSL."</i> • <i>"I worked in last 10 year of crop assessment ... in all agro-pastoral regions in Somaliland."</i> The candidate has shown in his CV experience in agricultural and community projects <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The candidate has shown in his CV experience in agricultural and irrigation infrastructure activities. Evidence includes: • <i>"The main project activities in the following: Irrigation canal in the farm; Crop cultivation to get quality yield; Mixed cropping; Agro-pastoralist (mixed farming crop+animal); Weed control; Protection flood running or water running control; Soil cultivation."</i> • <i>"Training of solar power irrigation system in Kigali (Rwanda)."</i>
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									The CV does not show evidence of experience preparing formal construction guidelines, design standards, or bills of quantities for market facilities, abattoirs, or storage facilities, which is required. Therefore, the criterion is not met. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met The CV demonstrates coordination with government agencies, FAO, and NGOs, but there is no explicit evidence of providing technical advice to private sector operators. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met <i>The candidate has shown in his CV evidence of environmental and social safeguards experience. Evidence includes:</i> • “Last 2 year I was head of project Environmental social safeguard (ESS).” • “I worked in last 3 year field officer environmental social safeguard (ESS TEAM) to monitor desert locust impacts the all community farms in Somaliland.” • “Ensure protection water resource from contamination; Protection flood that caused erosion; Rehabilitation shall wells.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met The candidate has shown in his CV evidence of monitoring and reporting. Evidence includes:
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										• “Prepared and submitted weekly field reports to the project manager.” • “Creating frameworks to measure the project's metrics and data collection.” These statements indicate the candidate has experience monitoring project activities and reporting to senior management or supervisors, but not in areas related to civil works.
5.	Abdulrahman Mohamed	M	YES	NO	NO	NO	NO	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met The candidate has shown in his CV the following qualifications: ✓ BSc in Civil Engineering – University of Hargeisa, Somalia (2014–2018) ✓ MSc in Irrigation and Drainage Engineering – Arba Minch University, Ethiopia (2020–2022) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The candidate has shown in his CV evidence of relevant engineering and civil works experience, particularly in irrigation infrastructure. Evidence includes: • Irrigation Specialist – Agricultural Development Organization (ADO) (Jun 2024 – Present) • Senior Irrigation Engineer – Alight International Organization (Apr 2022 – May 2023) • Principal Irrigation Engineer – Islamic Relief International (May 2021 –

									Mar 2022) • Irrigation Engineer Assistant – World Vision International (Jan 2020 – Apr 2021) The CV demonstrates 4 years of relevant civil works and rural engineering experience, which is below the required 5 years. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The CV demonstrates experience in developing irrigation designs, BoQs, and implementation plans, but there is no explicit evidence of developing formal construction or management guidelines for market facilities, abattoirs, or storage facilities. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met The CV demonstrates collaboration with government agencies, NGOs, and communities, but there is no explicit evidence of providing technical advice to private sector operators. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met <i>The candidate has shown in his CV evidence of environmental and social safeguards experience. Evidence includes:</i> • “Support the project in adhering to all environmental and social
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										safeguarding requirements and documentation by advising the local authorities.” • “Ensure appropriate visibility during project activities recognizing the donor and other partners.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has shown in his CV evidence of monitoring and reporting. Evidence includes: • “Collected information disaggregated by sex and age composition of targeted households’ family on project impact, performance, achievements, success factors and constraints for reporting, sharing, and learning.” • “Prepared monthly, quarterly, semi-annual and annual reports highlighting any constraints to project implementation and possible solutions.” • “Monitored water levels in reservoirs and other sources of water; worked with contractors and service providers on the elaboration/revision/modification of plans and designs of irrigation systems.”
6.	Abdirasheed Ahmed Mohamed	M	YES	NO	NO	NO	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ MSc Environmental and Water Resources Engineering – Bahir Dar University, Ethiopia (Feb 2020 – Nov 2024) (<i>master’s degree relevant to water resources and irrigation</i>) ✓ BSc in Mining Engineering – Unity University, Ethiopia (2011 – 2016) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board.

									<u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met ✓ Ministry of Water Resource Development – July 2022 – Present – Natural Resource and Environmental Safeguard Specialist (<i>World Bank-funded</i>) ✓ Somali Regional State (SRS), Water Bureau – Dec 2018 – Oct 2020 – Lowland WASH Project Coordinator (<i>USAID-funded</i>) Candidate has 3 years 11 months of experience in rural engineering and civil works projects, including World Bank-funded projects. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The CV demonstrates experience in preparing technical drawings, BOQs, and project specifications for irrigation and water infrastructure, but there is no explicit evidence of developing formal construction/management guidelines for market facilities, abattoirs, warehouses, or storage structures. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has shown in his CV evidence of providing technical advice and collaborating with stakeholders, which includes:
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										• “Liaised with the Project Coordination Unit (PCU), ministries, and NGOs to align activities with national agricultural policies.” • “Implemented Grievance Redress Mechanisms (GRMs) and resolved community concerns related to land use or project impacts.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate has shown in his CV evidence of experience in environmental and social safeguards compliance, which includes: • “Conducted Environmental and Social Impact Assessments (ESIAs) and developed Environmental and Social Management Plans (ESMPs) for agricultural projects.” • “Ensured adherence to World Bank Environmental and Social Standards (ESS), national regulations, and donor requirements.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has shown in his CV evidence of developing monitoring tools and preparing progress reports, which includes: • “Prepared progress reports, ESMP monitoring tools, and AWPB inputs for donors and government partners.” • “Lead the Monitoring and Evaluation (M&E) process, ensuring data collection, analysis, and reporting align with project goals and donor requirements.”
7.	Abdisalan Ahmed Muhumed	M	YES	YES	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met The candidate has shown in his CV evidence of relevant academic qualifications, including:

									✓ B.Sc in Civil Engineering – Jimma University, Ethiopia (2012 – 2017) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion met The CV states that the candidate holds a Professional Engineer (PE) License. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ Long Focus International Consultancy Firm – Irrigation Engineer – Feb 2018 – Jan 2022 ✓ Senior CCCM Project Officer – ACTED – Feb 2022 – Aug 2022 ✓ Consultant Engineer – GIZ – Nov 2022 – Feb 2023 ✓ Civil Engineer – DP World – Feb 2023 – Jan 2024 ✓ Civil Infrastructure Engineer – GENTECHSOM – Feb 2024 – Mar 2025 The candidate has 5 years and 6 months of relevant experience in rural engineering and civil works projects, which exceeds the 5-year requirement, including experience on infrastructure projects for government/consultancy. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met
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									The candidate has shown in his CV evidence of developing construction plans, cost estimates, schedules, and technical documentation for civil works projects, which includes: • <i>“Prepare cost estimates, budgets, and work schedules; prepare construction work schedules and method statements; supervise project implementation and provide certification reports.”</i> <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has shown in his CV evidence of providing technical guidance and collaborating with clients, contractors, and stakeholders on infrastructure projects, which includes: <i>“Liaise with clients, architects, subcontractors, and regulatory authorities; provide technical advice and recommend modifications as necessary; coordinate project activities between consultant, contractor, and client.”</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The CV indicates that the candidate has experience and awareness of environmental and social safeguards. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has shown in his CV evidence of experience in monitoring and reporting on civil works and irrigation projects, which includes: • <i>“Prepare daily reports and track progress of works; manage project documentation and ensure timely reporting; conduct monitoring and evaluation of project indicators and submit regular reports to management.”</i>
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										Conclusion Remarks: The Candidate met all the selection criteria. Hence, the candidate is shortlisted and recommended for an interview.
8.	Ahmed Abdi Gas	M	YES	NO	YES	YES	YES	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor Degree of Civil Engineering from Gollis University in Hargeisa, Somaliland. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ Senior Civil Engineer Consultant – Islamic Relief Worldwide-Jul 2015 – Present ✓ Project Engineer – IOM, TIS Program-Sep 2011 – Jun 2014 Total relevant experience is 12 years. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities.</u>

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										<u>Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience in developing technical designs, cost estimates, and construction guidelines, "Develop technical designs and cost estimations for infrastructure projects." <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has experience providing technical guidance and collaborating with stakeholders, "Provide technical guidance to project teams and contractors on design, materials, and methodologies." <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV does not provide explicit evidence of experience in environmental or social safeguards, ESIA/ESMP compliance. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience monitoring civil works and reporting progress, supported by the CV statement: "Conducted site visits, inspections, and progress monitoring to ensure high-quality execution."
9.	Ali Hersi Nour	M	YES	NO	YES	YES	YES	NO	NO	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met

									✓ GOLLIS University: Hargeisa-Somaliland: MSc. of Science Engineering management-2014-2016 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ World Vision International – Eu-Breach / ARP Projects Sep 2023 – Aug 2025 ✓ Danish Refugee Council (DRC) – Project Infrastructure Engineer May 2021 – Jun 2023 ✓ Islamic Relief Worldwide – Lead Infrastructure Engineer Feb 2020 – Dec 2020 ✓ World Vision International – Construction Project Engineer (SOMJR) Aug 2019 – Dec 2019 ✓ World Vision International – Construction Project Site Engineer Sep 2018 – Dec 2018 ✓ PENHA International – WASH Construction Site Engineer Jan 2016 – Dec 2017 Candidates have 8 years of relevant experience <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met
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									The candidate has experience developing technical designs, BOQs, and supervising construction projects: <i>"Design irrigation systems and rural infrastructure projects according to site-specific conditions and community need."</i> <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has experience providing technical guidance and collaborating with stakeholders, <i>"Assisted in the planning, design, and implementation of WASH (Water, Sanitation, and Hygiene) infrastructure projects including Earth dam, Shallow wells, water supply systems in rural and vulnerable communities."</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV does not provide explicit evidence of experience in environmental or social safeguards, ESIA/ESMP compliance. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met The candidate has experience supervising WASH and infrastructure activities and reporting on daily progress, but the CV does not provide explicit evidence of structured civil works monitoring and evaluation for senior management reporting.
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10.	Ibrahim Omer Ahmed	M	YES	NO	YES	YES	YES	NO	NO	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Gollis University BS in Civil Engineering-2005 – 2009 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention any professional registration by the Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ Construction Consultant, Sompower Company, Hargeisa Somaliland, June 2020 – Present. ✓ Project Engineer, Caritas, March 2014 – December 2017. ✓ Project Engineer, Mercy Corps, December 2011 – February 2014. ✓ Project Assistant, Caritas Switzerland and Luxembourg, 12 February 2010 – 02 December 2011. (Involved in supervising small constructions (schools, wells, tanks, dams)) Candidate has relevant experience of 11 years. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has shown experience in preparing technical documentation, BoQs, and guidelines:
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										“Preparation of bill of quantity and contract documents of all constructions mentioned above” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has shown experience in providing technical guidance and collaborating with stakeholders: “Being the company's main representative with clients on all construction works” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV does not provide explicit evidence of experience with environmental or social safeguards, ESIA/ESMP compliance, or adherence to World Bank Environmental and Social Standards. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met The CV does not provide explicit evidence of experience in developing monitoring tools or systematically tracking project interventions for reporting to senior management
11.	Idiris Ismail Ibrahim	M	YES	YES	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met - BSc (Hon) in Civil Engineering, Gollis University, Somaliland, Nov 2011 – Sep 2014 - Master of Civil Engineering, Universiti Tun Hussein Onn Malaysia, Mar 2017 – Aug 2018 - Currently pursuing PhD in Civil Engineering, Universiti Tun Hussein Onn Malaysia, April 2025 – ongoing

									<u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion met The candidate is a registered member of the Somaliland Engineering Association (SEA). <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has relevant work experience spanning approximately 10 years, including: ✓ Save the Children International, Area Infrastructure Engineer, Jul 2021 – Present ✓ Vétérinaires Sans Frontières – Consultant Engineer, Nov 2020 – Jul 2021 ✓ DAI-TIS-USAID Program, Independent Consultant Engineer, May 2015 – Dec 2016 ✓ Caritas Switzerland/Luxembourg, Construction Engineer, Sep 2014 – Apr 2015 ✓ UNICO Construction Company, Project Supervisor, Feb 2012 – Jul 2014 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience developing designs, construction guidelines, and BOQs for agricultural infrastructure. For example:
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										“Developed design standards, Bills of Quantities (BoQs), and construction guidelines tailored to agricultural and rural infrastructure, education infrastructures, water elements, developing new abattoirs and etc..” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has experience advising project teams, contractors, and government stakeholders: “Provided technical advice and hands-on support to the Ministry of Agriculture, Save the Children project teams, and local contractors during implementation.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate shows knowledge of environmentally sustainable construction practices: “Advocated for environmentally sustainable construction practices, ensuring that all projects minimized ecological impact and promoted the responsible use of resources.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience monitoring civil works and reporting progress: “Compiled and presented progress reports on school construction projects funded by GPE, EU, and HEIV. Monitored project
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										milestones and documented achievements, challenges, and next steps for stakeholders and consortium management."
12.	Idiris Yousuf Abdi	M	YES	NO	NO	NO	NO	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor's degree Civil Engineering, EELO UNIVERSITY, BORAMA 2013 - 2017 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met CV there is no mention of being registered with a professional engineering board or council. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion no met The candidate has experience in civil and WASH infrastructure: construction supervision, site engineering, and project implementation. Most of the experience is in water supply, sanitation, and dams rather than agricultural structures or market facilities. ✓ Hargeisa Water Agency, Site Engineer – KALQOREY Dam Construction, Jan 2023 – Jun 2023 ✓ COCC, Construction and Pipeline Site Engineer, Jul 2023 – Jan 2025 ✓ Hargeisa Water Agency, Construction Kiosks & FSTP Site Supervisor, Feb 2025 – Jul 2025 ✓ Ludwig Pfeiffer Hoch International, Construction & Pipeline Site Supervisor, Dec 2020 – Dec 2021 ✓ Mines Advisory Group (MAG), Construction Supervisor, Mar 2020 – Aug 2020. The candidate has 4 years and 2 months of relevant experience.

										<u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The candidate has prepared BOQs, technical drawings, and progress reports for WASH projects. There is no evidence of work on market facilities, agricultural structures, or phytosanitary standards. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met While the candidate provides guidance to contractors during construction, there is no evidence of advisory work directed to private sector operators. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV mentions compliance with safety and environmental standards, but does not show experience with environmental and social safeguards (ESF) or similar frameworks. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience in monitoring construction and preparing regular reports.
13.	Imaan Mohamed Omar	M	NO	NO	NO	NO	NO	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion not met ✓ Master's degree in management education development — Unity University ✓ Bachelor of Law (LL.B) — Hargeisa University

									<u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not mention registration with any Engineering Registration Board or equivalent professional engineering council. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The experience listed relates to program management, governance, stabilization projects, MEAL, and oversight of civil works components (rehabilitation of community facilities, policing centers, institutional structures). However, there is no direct experience in rural engineering, irrigation infrastructure, market facilities, or agricultural structures. There is also no indication of work on World Bank-funded projects. Relevant roles with civil works components: ✓ ASI – Community Policing Facilities (June 2022 – Mar 2023) ✓ DRC/DDG – Community Policing Infrastructure (Feb 2018 – Dec 2019) ✓ AECOM – USAID Stabilization Projects (Nov 2015 – Oct 2016) ✓ SONSAF, SWLA, CDG – Programs with infrastructure components These roles involve oversight, compliance, and monitoring but are not rural engineering or sector-specific civil works. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met
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									There is no evidence in the CV of preparing construction guidelines, BOQs, design standards, or technical documents for market or irrigation infrastructure. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met The CV shows experience collaborating with government institutions, donors, and communities. However, there is no mention of providing technical advice to private sector operators. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met Multiple roles include ensuring compliance with donor and institutional environmental and social requirements, including USAID and organizational safeguard frameworks. Examples: • ASI: Integrated environmental and social safeguards into infrastructure activities. • AECOM (USAID): Ensured compliance with USAID environmental safeguards. • DRC/DDG: Ensured safety and quality standards in infrastructure works. While not specific to World Bank ESF, the experience demonstrates applied safeguard compliance. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met
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										The CV includes experience developing monitoring tools, reporting frameworks, and compliance reports across several roles: • SONSAF: Developed monitoring tools and contributed to AWPBs. • DRC/DDG, AECOM, SWLA, ASI: Developed reports, monitoring systems, and compliance documentation.
14.	Jimale Mohamed Hassan	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor's degree in civil engineering, Eelo University, 2017 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met CV mentions no professional registration or membership with any Engineering Registration Board or Council. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has clearly documented experience in rural/agricultural infrastructure: irrigation systems, livestock markets, abattoirs, warehouses, storage facilities, and water harvesting structures. ✓ Ministry of Livestock & Rural Development, Chief Engineer, 2023–2025 ✓ GIZ & MoLRD, Infrastructure Engineer, 2021–2023 ✓ African Development Bank & MoLRD, Supervision Engineer, 2017–2020 The candidate has 8 years of relevant experience. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural</u>

									<u>structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience in developing design standards, technical specifications, and BoQs for agricultural and rural civil works: • “Develop and implement specific construction and management guidelines for market and irrigation infrastructure, preparing detailed design standards, bills of quantities (BoQs), technical specifications, and tender documents.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has provided technical advice and capacity-building to operators, contractors, and community stakeholders: • “Provide technical advice and capacity-building support to private sector operators, local contractors, and community stakeholders, promoting best practices in sustainable rural infrastructure development.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate has experience ensuring compliance with environmental and social safeguards and climate-resilient standards: • “Oversee contractor performance, ensuring works adhere to sanitary and phytosanitary standards as well as environmental and social safeguards, in line with World Bank and national regulations.”
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience monitoring civil works and reporting progress: • “Monitor progress and quality of civil works and infrastructure projects.”
15.	Jimcale Abdiqani Abdilaahi	M	YES	YES	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor’s degree in civil engineering, Gollis University, Hargeisa <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ Registered engineer member at the Somaliland Engineering Association (SEA) <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has extensive experience in rural civil works and water infrastructure, including irrigation, markets, warehouses, water supply, and soil & water conservation structures. The candidate has 8 years of relevant experience. ✓ Welthungerhilfe (WHH), Civil/Water Engineer, Feb 2024 – Oct 2025 ✓ Somaliland Development Fund (SDF), Construction Site Engineer, Jan 2022 – Dec 2023 ✓ World Vision International, WASH & Infrastructure Officer, May 2019 – Dec 2021 ✓ SDF, Construction Supervisor, Aug 2016 – Jan 2019 ✓ Xarbi Construction Company, Project Engineer, Aug 2015 – Jun 2016

										<u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience preparing design standards, BOQs, and tender documents for irrigation, agricultural structures, markets, and warehouses: • “Developed tender documents, i.e., invitation to tenders, contract conditions, technical designs, specifications, as well as construction guidelines and implementation plans.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has experience providing technical advice and capacity-building to contractors, private operators, and community stakeholders. • “Provide technical advice and capacity-building support to private sector operators, local contractors, and community stakeholders, promoting best practices in sustainable rural infrastructure development.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate has experience applying environmental and social safeguarding standards in project implementation. • “Ensured that compliance with environmental and social safeguarding standards is met.” • “Apply the developed plan of social and environmental recommendations to address the identified social and environmental issues in the implementation of the planned infrastructure.”
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience monitoring civil works and reporting progress. • “Prepared a record of progress, monitored and assessed contractors’ work plan (planned VS achieved), measured completed works against planned works, and made recommendations and remedial corrections to be taken if any.” • “Developed monitoring tools and guidelines for civil and water infrastructure works.”
16.	Eng. Kaise Mohamed Abdi	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ BTech. Civil and Structural Engineering (Hons), Masinde Muliro University, Kenya (2005–2010) ✓ MSc. Water Management for Development, Loughborough University, UK (2019–2023) ✓ Master’s in international Cooperation and Humanitarian Aid, Kalu Institute, Spain (2017–2019) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion Not met The required board registration certificate was not provided. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met

									✓ Save the Children International (SCI) – Date: June 2022 – Present – Position: Construction Technical Specialist ✓ ICRC Somalia Delegation (Mogadishu office) – Date: March 2021 – May 2022 – Position: Senior Water Habitat Engineer (Team Leader) ✓ ICRC Somalia Delegation (Mogadishu) – Date: March 2018 – Feb 2021 – Position: Water and Habitat Engineer ✓ ICRC Somalia Delegation (Kismayo) – Date: July 2015 – Feb 2018 – Position: Deputy Project Manager (Protocol Construction Project in Kismayo Hospital) ✓ ICRC Somalia Delegation – Date: July 2013 – June 2015 – Position: Water and Habitat Consultant ✓ Gulf Fabricators Limited, Kenya – Date: October 2010 – June 2013 – Position: Project Engineer ✓ National Water Conservation and Pipeline Corporation, Nairobi, Kenya – Date: Feb – Aug 2010 – Position: Intern <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met Candidate has worked as: Construction Technical Specialist, Senior Water Habitat Engineer, Water and Habitat Engineer • “Develop context relevant standard operating procedure (SOP) for construction related activities, construction tracking and monitoring tools and templates.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met
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										Candidate has worked as: Construction Technical Specialist, Senior Water Habitat Engineer, Water and Habitat Engineer • <i>“Liaise with relevant partners, technical and administrative authorities, community and other stakeholders to ensure smooth implementation of the water and habitat programme and wider ICRC operations.”</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met Candidate has worked as: Construction Technical Specialist, Senior Water Habitat Engineer, Water and Habitat Engineer • <i>“Ensure that all infrastructure for education, WASH, health and others are designed in compliance with international standards of life-safety and meet minimum infrastructure standards for WASH, health and education, inclusive use and child sensitivity.”</i> <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met Candidate has worked as: Construction Technical Specialist, Senior Water Habitat Engineer, Water and Habitat Engineer <i>“Develop context relevant standard operating procedure (SOP) for construction related activities, construction tracking and monitoring tools and templates.”</i>
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17.	Mahad Mahmoud Ali	M	YES	NO	YES	YES	YES	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor's degree in civil engineering, Gollis University, Hargeisa. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ No evidence of statutory registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 12 years of experience in WASH, rural civil works, and infrastructure projects. ✓ Senior WASH & Infrastructure Officer, DRC (Feb 2023 – Feb 2025) ✓ WASH & Infrastructure Engineer, DRC (Jan 2017 – Dec 2020) ✓ Project Engineer, DRC (Jan 2016 – Dec 2017) ✓ WASH Engineer, DRC (Sept 2013 – Oct 2015) ✓ Field Engineer, DRC (May 2012 – Sept 2013) <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience preparing design standards, BOQs, tender documents, guidelines, and construction management tools.
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										• “I prepared detailed work plans, technical drawings, Bill of Quantities, and Designs for all projects.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met CV provides technical guidance to contractors, communities, local authorities, and utility staff. • “Provide ongoing technical support and mentorship to utility staff post-training to ensure effective implementation.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV does not provide concrete evidence of experience with Environmental & Social Safeguards <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met CV demonstrates strong experience in monitoring tools development, contractor progress tracking, and reporting. • “Develop tools for monitoring of Project interventions related to civil works to ensure the quality and quantity of the projects.”
18.	Mohamed Abdi Duale	M	YES	NO	YES	YES	YES	NO	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ BSc in Civil Engineering, Amoud University, 2014–2018. ✓ MSc in Water Supply and Sanitation Engineering, Arbaminch University of Ethiopia, 2020–2022,

										<u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not indicate any formal professional registration with a government-recognized engineering board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 6.5 of experience in civil engineering and WASH infrastructure: ✓ World Vision: Project Engineer, Oct 2022 – present ✓ HAVOYOCO Engineering Consultancy: WASH Project Engineer, Jan 2022 – Sep 2022 ✓ ALIGHT: WASH Project Assistant Engineer, Mar 2019 – Jan 2020 ✓ AL-Nafoora General Construction Company: Site Engineer, May 2018 – Jan 2019 ✓ Ayro Construction: Site Engineer, May 2017 – Jan 2018 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience preparing BOQs, designs, and construction guidelines: • "Prepare detailed implementation work plan for constructions, assessment, as well as developing standardized BOQs and drawings for all kinds of constructions including irrigation channels,
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										greenhouses, school infrastructures, dam constructions, shallow wells, Hay stores, construction of latrines and water extensions.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate provides technical guidance and supervision: “Continuous supervision for construction activities, and guidance quality of construction and adhere constructors to follow the Engineer work plan which is before actual implemented work plan to avoid any delay for construction.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The CV does not provide explicit evidence of applying formal environmental or social safeguarding standards in projects. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has experience in monitoring, reporting, and documenting progress: “Prepare and submit monthly progressive reports of construction or rehabilitation works and capture challenges and lessons learnt.”
19.	Mohamed Abdillahi Osman	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering obtained from Amoud University (2019).

									✓ Master's degree in Hydraulic Water Resources Engineering obtained from Arba Minch University, Ethiopia (2024) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 5 years of experience in civil engineering and WASH/agricultural infrastructure: ✓ Minister of Water Project – Horn of Africa Groundwater Resilience, Somaliland Site Supervision Engineer Hargeisa, Somaliland Jan 2025 – Jul 2025 ✓ Food and Agriculture Organization (FAO) Agricultural Infrastructure Engineer Consultant Hargeisa, Somaliland Jan 2022 – Jul 2024 ✓ Haho Construction and Consultancy Project Engineer Hargeisa, Somaliland 2019 – 2021 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ The candidate has experience preparing BOQs, designs, and construction guidelines. “Prepared tender documents, contracts, and BoQs, ensuring alignment with FAO.”
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										The CV mentions show infrastructure experience. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience providing technical advice and collaborating with diverse stakeholders. <i>"Provided technical advice to farmers' cooperatives and agribusinesses on irrigation practices, post-harvest management, and water efficiency."</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met ✓ The candidate has experience in environmental and social safeguards. <i>"Ensured compliance with environmental and social safeguards, integrating climate-resilient approaches in all infrastructure projects."</i> <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience preparing progress reports and monitoring project activities. <i>"Prepare and submit monthly progressive reports of construction or rehabilitation works and capture challenges and lessons learnt."</i>
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20.	Mohamed Guuleed	M	YES	NO	YES	YES	YES	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering, Gollis University ✓ Master's Degree in Procurement Management, University of UPM, Malaysia ✓ Diploma in Water Supply and Environmental Engineering, SIMAD University <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of formal professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 11 years of experience in civil engineering, WASH, and agricultural infrastructure: ✓ United Nations World Food Program (WFP), Somalia and Somaliland <i>Structural Engineer</i> Apr 2014 – Current ✓ Concern Worldwide, Somalia-WASH <i>Infrastructure Specialist</i> Mar 2023 – Feb 2023 ✓ Global Environment Facility / UNDP, Somalia-Drip <i>Irrigation Engineer</i> Jun 2018 – Jan 2022 ✓ Ministry of Environment, Somaliland-<i>Individual Consultant</i> Jun 2016 – Aug 2016 ✓ Ministry of Agriculture, Somalia-<i>Individual Consultant</i> Feb 2015 – Jun 2016 ✓ Caritas Switzerland, Somaliland-WASH <i>Engineer</i> Jan 2012 – Dec 2014
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									<u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ The candidate has experience preparing BOQs, designs, and construction guidelines. <i>“Lead the process of conducting detailed assessments for project sites, draft layouts and designs of water supply systems for development of detailed Bills of Quantities and overall budgeting, and preparation of bid documents for implementation of water supply systems.”</i> <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience providing technical advice and collaborating with diverse stakeholders. <i>“Provide program support and technical advice related to WASH initiatives...coordinate and arrange meetings with host and refugee community leaders/representatives in collaboration with other CACH staff.”</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met ✓ No detailed evidence of formal environmental or social safeguards compliance or reporting frameworks.
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience in monitoring project implementation and preparing reports. <i>"Maintain oversight of the country's WASH program(s)...manage, supervise and monitor implementation of construction and related activities; hydro-geophysical studies; borehole drilling, well development, water points, reservoirs etc."</i>
21.	Mohamed Osman Hassan	M	YES	NO	YES	YES	YES	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering, University of Hargeisa, Somaliland, 2012 – 2017 ✓ Master of Science in Project Management, University of Hargeisa, Somaliland, 2019 – 2021 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion no met ✓ The CV does not provide evidence of formal registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 7 years of experience in civil engineering, WASH, and infrastructure projects: ✓ WFP (CTG contract), Somalia <i>Civil Engineer</i> Jul 2023 – Dec 2024 ✓ Solargen Company <i>Construction Engineer</i> May 2021 – Jun 2023

									✓ Alshelif International Group <i>Construction Manager</i> Jan 2019 – Jan 2021 ✓ Caalin Construction Company <i>Site Engineer</i> Nov 2017 – Nov 2018 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ The candidate has experience preparing BOQs, designs, and supervising construction. <i>“Prepared Task Order Proposals (TOPs) and Bill of Quantities (BoQs) for building and civil work projects. Designed and prepared architectural and structural drawings for project execution.”</i> <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience providing technical guidance and collaborating with project stakeholders. <i>“Partnering with various project stakeholders from the donor to end-users to achieve desired results and making presentations cantered on work progress.”</i> The candidate has experience collaborating with stakeholders. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met ✓ The candidate mentions HSSE (Health, Safety, Security, Environment) monitoring and mitigation of risks.
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										<i>"Identify appropriate corrective / mitigation actions to address HSSE risks & hazards."</i> No formal evidence of environmental or social safeguards compliance frameworks is provided. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience preparing progress reports, maintaining documentation, and supervising projects. <i>"Prepared progress reports and maintained comprehensive project documentation...Compilation and submission of comprehensive, accurate and reliable reports (weekly, monthly, quarterly) on time."</i>
22.	Mohamed Sugule Jama	M	NO	NO	NO	NO	YES	NO	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion not met ✓ Licentiate (equivalent to Master's) in Agricultural Sciences and Natural Resources Management, EARTH University, Costa Rica, Jan 2018 – Dec 2020 ✓ Master of Business Administration (MBA), European Business University, Luxembourg, Aug 2021 – Sept 2023 No formal engineering degree: educational background is in agricultural sciences and management. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of formal registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation</u>

									<u>infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The candidate has experience in agricultural infrastructure and irrigation systems, but limited evidence of rural civil engineering or market/agricultural structures. ✓ Agridesert Solution, Somaliland Agricultural Consultancy 2021 – Present ✓ Barwaaqo Voluntary Organization, Somaliland Agriculture and Livelihood Manager Nov 2023 – Dec 2024 ✓ Clear Sky Power, Somaliland Regional Director and Agricultural Consultant Apr 2022 – Oct 2022 ✓ Somtuna Fishing Company, Berbera, Somaliland Production Manager Nov 2022 – Sept 2023 ✓ Somali Agribusiness and Marketing Promotion, Mogadishu Agricultural Officer Apr 2021 – Oct 2021 ✓ EARTH University, Costa Rica Project Manager, Regenerative Agribusiness & Poultry Integration Project Aug 2018 – Jan 2020 ✓ Agrosmart, Costa Rica Agronomist Assistant Apr 2020 – Dec 2020 ✓ Burao Academy, Somaliland School Principal / Environmental Teacher / School Farm Manager Jan 2016 – Jun 2017 Most of this experience is consultancy, farm management, and training-focused, rather than rural civil engineering, market infrastructure, or construction of agricultural structures. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met ✓ Experience preparing and implementing irrigation system designs and sustainable agricultural practices:
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										<i>“Designed and implemented cost-effective drip irrigation systems to optimize water use...Evaluated and recommended tailored irrigation methods...Oversaw the rollout of irrigation projects, ensuring proper installation.”</i> No formal evidence of construction standards, BOQs for civil structures, or market/agricultural infrastructure guidelines. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ Experience providing technical advice and training to farmers and local stakeholders: <i>“Advised farmers on sustainable GAP, including proper crop rotation, pest management, soil health, and post-harvest handling...Conducted hands-on workshops on modern farming techniques, irrigation system maintenance, and climate-smart agriculture.”</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met The candidate has demonstrated environmental awareness and promoted sustainable practices, including water-saving strategies, eco-friendly farm inspections, and community engagement. Formal ESS compliance frameworks are not documented in the CV. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ Experience monitoring projects, maintaining records, and producing reports: <i>“Oversaw the rollout of irrigation projects, ensuring proper installation,</i>
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										farmer adoption, and measurable impact on crop production...Produced monthly sustainability reports tracking poultry-crop integration benefits.”
23.	Mohamed Ahmed Warsame	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering, Gollis University, 2013–2017 ✓ Master’s degree in construction management, New Generation University, 2019–2021 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not indicate formal professional registration with a government-recognized Engineering Registration Board <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has at least 5 years of relevant experience in rural engineering and civil works projects, including irrigation, water supply, roads, storage premises, dams, and hydraulic structures: ✓ Home Star Construction – Feeder Road, Erigavo to Madar Mgle Project Manager Jun 2023 – May 2025 ✓ Home Star Construction – 18 Storage Premises, Wajale Project Manager Jan 2022 – May 2023 ✓ Home Star Construction – Roofed Water Catchments & Associated Structures, Harada Buroa & Gatitalay Odweine Project Manager Sep 2019 – 2020

									✓ Home Star Construction – IGAD Sheik Technical Veterinary School Classrooms & Boundary Wall Project Manager Oct 2018 – 2019 ✓ Home Star Construction – Kulal Water Supply System Project Manager Jun 2017 – Jul 2018 ✓ Home Star Construction – Fiqifuliye Dam & Water Distribution System Project Manager 2017 – Aug 2018 ✓ Home Star Construction – 145 Low-Cost Housing Units, Hargeisa Site Engineer 2016 – 2017 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met Experience in developing and supervising construction guidelines, designs, and specifications: • “Develop detailed operational plans and schedules...Review and interpret construction drawings and specifications...Provide technical guidance and on-site support to engineers and supervisors.” • “Prepare detailed construction cost estimates; implement development plans, construction plans and specifications.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ Provided technical guidance and oversight to engineers, contractors, and project teams. Collaborated with multiple stakeholders, including government authorities, donors, NGOs, and private sector clients: • “Interface with clients, consultants, government authorities, and community representatives.”
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										“Client-facing role with ownership and responsibility for the successful delivery of dam engineering projects and programs.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met ✓ Actively applied environmental and social safeguard measures in projects: “Ensure environmental and social safeguard measures are adhered to.” “Enforce site safety protocols in compliance with national and international standards (e.g., OSHA, IFC).” Demonstrates formal understanding and implementation of ESS in project execution <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ Experience in monitoring civil works and reporting progress to senior management: “Prepare and submit regular operational reports, including progress updates, risk logs, and incident reports.” “Developing and implementing M&E frameworks, including selection of appropriate indicators, data collection methods, and reporting formats.”
24.	Mahamud Farah Mahamud	M	YES	NO	NO	NO	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor of Science in Civil Engineering, Amoud University, 2011–2015 ✓ Master of Science in Hydraulic and Water Resource Engineering, Arba Minch University, 2022–2024

										<u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ No evidence of formal professional registration with a government-recognized Engineering Registration Board <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met ✓ Transtec S.A. – Somaliland Productivity Enhancing Technology Project (PET), Somaliland, Construction & WASH Engineer Jul 2017 – Sep 2018 ✓ DURDUR Construction Company, Odweyne & Galooley, Somaliland, Project Engineer – Rehabilitation of Water Catchments & Associated Structures Nov 2019 – Jun 2020 ✓ ENGINEERS HUB, Borama, Somaliland, Site Supervision Engineer Dec 2021 – Oct 2022 The candidate has 5 years of civil/irrigation experience <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met ✓ The candidate has experience preparing designs, BOQs, and construction guidelines for irrigation infrastructure, but there is no evidence of work on market facilities, abattoirs, or other agricultural structures, and no explicit evidence of sanitary or phytosanitary standards compliance. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met
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										✓ The candidate has provided technical guidance to project teams and subcontractors. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met ✓ The candidate has demonstrated environmental awareness but no evidence of formal ESS compliance. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience in supervision, reporting, and documentation of civil works projects. He prepared engineering drawings, specifications, and cost estimates, and oversaw site construction activities, ensuring adherence to plans. However, there is no explicit evidence of developing formal monitoring tools or structured reporting systems for senior management.
25.	Mukhtar Abdi Elmi	M	NO	NO	NO	NO	NO	NO	NO	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion not met ✓ Master's degree: Rural Development and Pastoral Economics – 2016 ✓ Bachelor's degree: Bachelor of Agriculture – 2012 <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ No evidence of professional engineering registration is provided. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met ✓ Ministry of Agricultural Development of Somaliland – Locust Information & Forecasting Officer (dates not clearly stated)

									✓ Ministry of Agricultural Development of Somaliland – Master Trainer (Fall Army Worm) (2017–2018) ✓ Golis University – Agriculture Instructor (dates not provided) ✓ Ministry of Agricultural Development of Somaliland – Master Trainer (FFS) (dates not provided) The roles are agriculture extension, training, teaching, and pest monitoring. The CV provides no evidence of managing civil works, irrigation infrastructure construction, market facilities, or agricultural structures. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met The candidate’s CV does not provide evidence of experience in developing construction or management guidelines, design standards, or bills of quantities for market or irrigation infrastructure. <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion not met The candidate has provided technical advice and training to farmers, community groups, and government institutions. No evidence is provided of technical advisory services to private sector operators related to infrastructure or civil works. <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met
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										The candidate demonstrates general knowledge of environmental management and sustainable resource use. The CV does not explicitly reference ESS, World Bank ESF, ESIA, ESMP, or safeguards compliance in project implementation. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met The candidate has experience in data collection, monitoring, and reporting in agricultural and locust control programs. No evidence is provided of monitoring tools or reporting related to civil works or infrastructure projects.
26.	Mustafe M Abdliahi	M	YES	YES	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Master's degree: Hydraulic and Water Resource Engineering (Not explicitly stated; MSc not mentioned in this CV, but experience in civil engineering at MSc level assumed if required) ✓ Bachelor of Science in Civil Engineering – relevant for infrastructure, road, and hydraulic works. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion met The candidate holds: ✓ Certified Civil/Structural Engineer, registered with IAENG. The candidate meets the criterion through professional registration and relevant technical and quality management training. ✓ Training in OSHA (Occupational Safety & Health). ✓ Training in ISO 9001:2008 Quality Management System. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation</u>

									<u>infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ ASAAS Engineering Company – Managing Director / Project Manager, Hargeisa, Somaliland (May 2025 – Present) ✓ Mott MacDonald (Somaliland Development Fund – SDF) – Infrastructure Civil Engineer Specialist, Somaliland (Sep 2018 – Apr 2025) ✓ Mott MacDonald (Somaliland Development Fund – SDF) – Civil & Structural Engineer Consultant, Somaliland (Sep 2015 – Sep 2018) ✓ ASAAS Engineering Company – Founder & Managing Director, Somaliland (Dec 2014 – Jul 2015) ✓ Caritas Switzerland – Project Engineer (WASH & Education Infrastructure), Somaliland (Oct 2013 – Dec 2014) ✓ KFI Engineers – Assistant Design Engineer, Malaysia (Dec 2011 – Jan 2013). The candidate has 13 years of donor-aligned programme experience through his roles as Infrastructure Civil Engineer Specialist and Civil & Structural Engineer Consultant at Mott MacDonald (Somaliland Development Fund – SDF), delivering roads, bridges, water, irrigation, and market-related infrastructure in compliance with FIDIC standards. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met The candidate has experience in preparing designs, bills of quantities, specifications, and supervising construction of irrigation and rural water infrastructure, including Heego Check Dams, sub-surface dams, sand dams, RCC water tanks, gully erosion protection, and soil bunds, through his role
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									as Infrastructure Civil Engineer Specialist at Mott Macdonald under the Somaliland Development Fund (SDF) projects. “Feasibility and Design of Access Road for Heego agricultural areas, design and supervision of Heego Check dams, Office Building and Soil Bunds, Gully erosion protection, sub-surface dams, livestock Health posts, sands Dams, RCC water tanks, training centers.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met The candidate has provided technical guidance to contractors, site engineers, and government authorities while implementing donor-funded infrastructure projects. “Lead infrastructure/civil sector specialist in civil engineering projects funded by FCDO, DANIDA, Norway, and Netherlands through Somaliland Development Fund, Mott Macdonald is the project manager.” “Advise the Ministry of Fisheries Development, Somaliland, in charge of fisheries project.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate incorporated environmental and social considerations in project designs and supervision, including soil erosion control and water infrastructure management. ✓ “Design reviews, design of water Balleys, Scour Check, Sand Dams, erosion protection works and soil bunds.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met
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										✓ The candidate ensured project designs and supervision adhered to FIDIC and World Bank standards, which incorporate environmental and social safeguards requirements, during projects such as the Maydh Jetty (Mott Macdonald – SDF) and Dawgga Cad Road (ASAAS Engineering).
27.	Nasir Abdi Hassan,	M	YES	YES	NO	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Master of Science in Civil Engineering (Environmental & ASAL) – Pan African University / JKUAT, Kenya (Graduated 2022) ✓ Bachelor of Civil Engineering – Gollis University, Somaliland (Graduated 2015) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion met ✓ Registered Professional Engineer (Reg. No. 698) <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met ✓ Environmental Specialist AQUATERRA Consulting, Nairobi, Kenya April 2024 – Present ✓ Project Coordinator – Kismayo and Baidoa Urban Water Supply and Sanitation Project - Russel and Clark, Kismayo, Somalia Feb 2022 – Mar 2024 ✓ Civil Engineer – Diamond Construction Company, Somaliland (Sep 2015 – Apr 2019) The candidate's only relevant job is Civil Engineer at Diamond Construction Company, Somaliland (Sep 2015 – Apr 2019), totalling 3 years and 7 months, and thus does not meet Criterion #3. facilities, or other agricultural structures under FIDIC or World Bank construction contracts.

									<u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ Experience limited to irrigation and WASH infrastructure (dams, boreholes, water tanks) • “Prepared detailed engineering drawings, specifications, and cost estimates for irrigation projects.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ Provided technical guidance to project teams and subcontractors, • “Provided technical support and guidance to project teams, subcontractors, and stakeholders, ensuring effective execution.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met ✓ Demonstrated environmental awareness in project implementation, but no evidence of formal environmental or social safeguards compliance. • “Develop environmental management plans for construction activities.”. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ Supervised projects and prepared reports, but no evidence of developing formal monitoring tools or structured reporting systems for senior management.
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										• “Monitor construction activities to ensure adherence to technical drawings, quantity calculations, and specifications.”
28.	Rahma Suleiman Ahmed	F	NO	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion not met ✓ Master’s degree: MSc in International Planning and Urban Design, Cardiff University, UK (2022) – Great Distinction ✓ Bachelor’s degree: BSc in Architecture and Urban Planning, Unity University, Ethiopia (2016) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met The CV does not provide evidence of registration with the Engineering Registration Board or any professional engineering body. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met ✓ UN-Habitat Somalia Programme – Urban Environmental Specialist (Jan 2017 – Feb 2019) ✓ SUIPP (World Bank–financed, 2016–2017; follow-on advisory 2018–2019) The candidate has 5 years of relevant experience in civil works, irrigation infrastructure, market facilities, and agricultural structures. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural</u>

									<u>structures such as abattoirs, warehousing, and storage facilities.</u> <u>Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ Experience preparing BoQs, specifications, and tender documents for irrigation, markets, and storage yards “Planned agricultural markets/aggregation nodes, storage yards, and produce corridors; prepared BoQs/specs and tender documents.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ Provided technical guidance and coordination with ministries, municipalities, contractors, and communities “Ran multi-stakeholder consultations with local authorities and community elders to validate land allocations, protect riparian buffers, and safeguard communal rangeland.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met The candidate has experience incorporating environmental and social safeguards into projects. “Brought civil works into full compliance with World Bank Environmental and Social Safeguards (applied through UN-Habitat as implementing partner), preparing ESIA/ESMP inputs, embedding safeguard clauses in tenders/BoQs, conducting site audits, and managing GRMs and OHS plans.” <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met The candidate has applied monitoring tools and reporting for project interventions.
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										“Built a practical monitoring system (Excel + GIS) for dust/noise thresholds, spoil disposal, OHS, GRM, and reinstatement; closed corrective actions before handover.”
29.	Roble Hassan Abdi	M	YES	NO	NO	YES	YES	NO	NO	<u>Criterion #1. A bachelor’s degree in structural/rural civil/agricultural Engineering. A master’s degree from a recognized University will be an added advantage.</u> Criterion met ✓ Master of Structural Engineering School of Engineering Annamalai University (2018 – 2020) ✓ Post-Graduate Diploma in Quantity Surveying and Valuation School of Engineering Annamalai University (2019 – 2020) ✓ Bachelor of Science in Civil Engineering School of Engineering Gollis University (2013 – 2016) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion not met The candidate has 8 years of experience as a structural and civil engineer, including: ✓ Lucky Star Construction Structural Engineer Specialist / Hargeisa, Somaliland (2025– Present, part-time) ✓ Haibe Jeeni Construction Company / Structural & Civil Engineer Supervisor / Hargeisa, Somaliland (2016–2024) ✓ Daryeel Construction Company

									<i>Civil Engineer / Site Supervisor / Hargeisa, Somaliland / (2013–2017)</i> Experience is primarily in structural and civil engineering for buildings, not in rural/agricultural infrastructure. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met ✓ The candidate has experience in Structural design and analysis, preparation of drawings, specifications, and BOQs, and supervision of building construction works. The CV shows experience in preparing structural drawings, specifications, and supervising building construction and no evidence of work on irrigation infrastructure, rural markets <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate provided guidance to project teams, contractors, and engineers: “Collaboration and Coordination: Work closely with architects, civil engineers, and other design team members to integrate structural systems ... Coordinate with contractors, site engineers, and other professionals to ensure project progress.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met ✓ No explicit evidence in the CV of environmental or social safeguards compliance, ESIA/ESMP work, or related reporting frameworks.
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										<u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion not met ✓ The CV demonstrate the development of monitoring tools or structured reporting to senior management “Monitor construction activities and resolve structural issues that arise on-site ... Coordinate with contractors, site engineers, and other professionals to ensure project progress.”
30.	Suleiman Mohamoud Jama	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Master's degree in engineering management Gollis University (2014-2019). ✓ Bachelor of Science in Civil Engineering Gollis University (2009-2013). <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 10 years of relevant experience in rural and agricultural infrastructure engineering, including: ✓ <i>Construction Engineer (Lead Engineer)</i>, Save the Children Somalia/Somaliland Oct 2019 – Jun 2025

									Led implementation of the USD 22.5 million African Development Bank-funded DRSLP II, delivering rural roads, livestock markets, irrigation systems, and water infrastructure across Somaliland. ✓ <i>Senior CAD Technician, Daldhis Construction Company Jan 2014 – Sep 2019</i> <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ The candidate has demonstrated experience in developing construction and management guidelines, technical designs, and bills of quantities for agricultural infrastructure. <i>“Led preparation of technical drawings, BoQs, and tender documents for livestock markets, abattoirs, warehouses, irrigation systems, and water infrastructure under donor-funded projects.”</i> <i>“Supervised sanitation facilities designed in line with SPHERE standards and national WASH guidelines.”</i> <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience providing technical guidance to private contractors, consultants, and construction firms at the local level. <i>“Worked closely with contractors, consultants, private firms, and local authorities to provide technical advice during design, procurement, and construction phases.”</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met
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										✓ The candidate has demonstrated strong experience in environmental and social safeguards under donor-funded infrastructure projects. <i>"Ensured all infrastructure works complied with environmental and social safeguard requirements, integrating climate-resilient, inclusive, and disaster-risk reduction measures into project designs."</i> <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience monitoring civil works implementation and reporting to senior management. <i>"Maintained contractor performance records, tracked milestones, and prepared regular progress and donor reports for senior management under large-scale infrastructure programs."</i>
31.	Yahye Omer Waberi	M	YES	NO	YES	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor's degree in civil engineering, Gollis University (2006 — 2009) ✓ Graduate Certificate in International Water, Sanitation and Hygiene, University of Nevada, Reno, United States (2017 — 2018) ✓ Master's degree in international Cooperation and Humanitarian Aid, Kalu Institute university, online (Jun 2021 — Present) ✓ Master's degree in international development studies, Unity University (Feb 2025 — Present) <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board

									<u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 17 years of relevant experience in WASH and infrastructure projects, including: - ✓ World Vision International – Infrastructural Engineer, Aug 2015 – Mar 2016 ✓ World Vision Somalia – WASH Coordinator, Feb 2015 – Aug 2015 ✓ World Vision International – WASH Officer, Jan 2011 – Jan 2015 ✓ Aflah Construction Company – Civil Engineer, Sep 2009 – Feb 2010 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ The candidate has experience in preparing technical designs, BoQs, specifications, and tender documents for WASH and infrastructure projects. “Coordinated technical design and preparation of drawings, BoQs, and tender documents for water infrastructure, schools, health facilities, and dams.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience working with contractors, implementing partners, government institutions, and UN agencies.
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										<i>"Provided technical guidance and support to contractors, partners, and stakeholders during infrastructure project implementation."</i> <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met ✓ The candidate has experience in environmental and social safeguards, including assessments, audits, and compliance monitoring. <i>"Conducted environmental impact assessments and ensured compliance with national and international environmental and social safeguard requirements."</i> <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience in monitoring project implementation and reporting. <i>"Led the development of M&E tools and prepared regular narrative and financial progress reports for senior management."</i>
32.	Yassin Mohamed Hussein	M	YES	NO	YES	NO	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion met ✓ Bachelor Degree of Civil Engineering at Gollis University-Somaliland (2009) ✓ Office Administration at AIDAM institute (2007) ✓ The qualification is directly relevant to civil and agricultural infrastructure development. No master's degree is indicated in the CV. <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met

									✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 12.8 years of relevant experience in civil and agricultural infrastructure projects, including: ✓ Engineer, City Homes Construction Company Aug 2018 – Present ✓ Public Health Engineer Officer, Candlelight 2017 – 2018 ✓ Consultant Engineer, SETAC Engineering / Gebiley Governor Office 2016 – 2017 ✓ National Construction Engineer, UN-Habitat/GAVO 2015 – 2016 ✓ Consultant Engineer, Main Buildings Projects 2013 – 2014 ✓ Project Assistant – Construction, Caritas Switzerland/Luxembourg 2010 – 2013 His experience includes supervision of rural infrastructure, water facilities, public buildings, and donor-funded projects. <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion not met ✓ Developed BoQs, tender documents, and technical specifications: “Preparation of bill of quantities, technical designs and work specifications ... Preparation of tender documents for construction
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										works ... Prepare and witness agreement between partner organisation and community on their contribution.” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ Coordinated with contractors, partners, and communities: “Introduction of partners to the local communities ... Supervise the construction team ... Preparation and compilation of project quarterly reports for donor agencies.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion not met ✓ The candidate has experience in construction quality control and NGO safety programs. The CV does not provide sufficient evidence of strong understanding or direct responsibility for environmental and social safeguards requirements or ensuring safeguard compliance during project implementation. <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience in site supervision, monitoring construction activities. “Preparation of technical and quarterly reports, and reporting on ongoing and completed construction works to management and donors.”
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33.	Zakaria Muhumed Mohamed	M	NO	NO	NO	YES	YES	YES	YES	<u>Criterion #1. A bachelor's degree in structural/rural civil/agricultural Engineering. A master's degree from a recognized University will be an added advantage.</u> Criterion not met ✓ Diploma in construction safety November 2021 ✓ Diploma in Structural Engineering and Construction Site Safety November 2021 ✓ Certificate in project management engineering October 2020 RICE University ✓ Certificate in managing major engineering projects October 2020 Leeds University ✓ Bachelor's degree in architecture and urban planning, 2010 Unity University <u>Criterion #2. A valid professional registration by the Engineering Registration Board.</u> Criterion not met ✓ The CV does not provide evidence of valid professional registration with a government-recognized Engineering Registration Board. <u>Criterion #3. At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects.</u> Criterion met The candidate has 4 years of relevant experience in engineering, WASH, and rural infrastructure projects, including: ✓ Environmental, Social, Health and Safety Manager, COCC Dec 2023 – Feb 2025 ✓ DRSLP Project Coordinator, Save the Children International Jul 2022 – Nov 2023 ✓ WASH Coordinator, Danish Refugee Council May 2017 – Jun 2022 ✓ Project Engineer, Danish Refugee Council Jul 2013 – May 2015 ✓ DRC – Engineer Trainer, Jun 2015 – Apr 2017 ✓ WASH Engineer, Save the Children Nov 2012 – May 2013
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									✓ Caritas – Site Supervisor, Nov 2011 – Oct 2012 <u>Criterion #4. Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.</u> Criterion met ✓ Developed BoQs, DIPs, tender documents, and oversaw infrastructure projects: “Develop Bills of Quantities (BoQs), and tender documents Prepare and launch tender bidding procedure for construction contractor(s) ... Develop and continually update Detailed Implementation Plans (DIPs) for the delivery of project WASH infrastructure ...” <u>Criterion #5. Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.</u> Criterion met ✓ The candidate has experience providing technical advice and coordinating with contractors, NGOs, local authorities, and community stakeholders. “Collaborated with different project stakeholders, from the donor to end-users, to attain the intended outcome and create presentations focused on work progress.” <u>Criterion #6. Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.</u> Criterion met
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										✓ The candidate has experience in environmental and social safeguards, having served as Environmental, Social, Health and Safety (ESHS) Manager. <i>"Ensured compliance with environmental and social requirements, and addressed safeguard-related risks during construction and project implementation".</i> <u>Criterion #7. Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.</u> Criterion met ✓ The candidate has experience establishing monitoring and evaluation systems, conducting monitoring visits, tracking performance indicators. <i>"Preparing regular technical and narrative progress reports for senior management and donors"</i>
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5. Annexes

- **Annex 1-** Supporting Documents (Attendance Sheets, Nomination Letter, Conflict of Interest Declaration Forms and Evidence of Advertisement)
- **Annex 2-** Application Documents

Terms of References

Country: Government of Somaliland

Ministry of Agricultural Development

Project ID No. P177816

Name of the Project: Food System Resilience Project

Consulting Service: Project Agricultural Infrastructure Specialist (AIS).

Individual Selection Consultant

Duty Station: Hargeisa, Somaliland

Duration; 8 months

Reference No. SO-MOAD-SL-474506-CS-INDV

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1. Background of the Project

The Somaliland Ministry of Agricultural Development (MoAD) is implementing Food Systems Resilience Project financed by the World Bank. The aim of the project is to tackle the underlying structural challenges of food insecurity and reduce beneficiaries' vulnerability to unpredictable climate, crisis, and conflict events. It seeks to achieve this by rejuvenating Somaliland's Agri-livestock research institutions, seed systems, and extension services and developing community institutions that can anchor adaptation of climate smart Agri-livestock practices; strengthening the availability of water and improved rangelands management for resilient agriculture and livestock production; strengthen animal health services, strengthening the integration of the production systems to domestic and regional markets, with appropriate investments in food safety and value addition, and establishing an enabling policy and institutional framework capable of supporting food systems resilience for Somaliland at national and regional levels. The project development objective (PDO) of the FSRP is to increase the resilience of food systems and Somaliland's preparedness for food insecurity in project target areas. The Food Systems and Resilience Project, funded by the World Bank, has Six key components: (Re-)Building Resilient Agricultural Production Capacity Supporting the Sustainable Development of Natural Resources for Resilient Agricultural Landscapes Getting to Market Promoting a Greater Focus on Food Systems Resilience in National and Regional Policymaking Contingent Emergency Response Component, Project Management and Monitoring and Evaluation. Therefore, the Ministry of Agricultural Development (MoAD) of the Government of Somaliland (GoSL) invites suitably qualified individuals to apply for the position of Agricultural Infrastructure Specialist for this Project funded by the World Bank. The Agricultural Infrastructure Specialist position will be a full-time contracted staff position.

Agricultural Infrastructure Specialist (AIS)

Report to: The Project Coordinator (PC).

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Purpose: The AIS will oversee the implementation of civil works related to the construction and rehabilitation of infrastructures in sub/micro projects. He/she will be a staff of the PCU supporting the PC in effective coordination and management of the Project as a whole.

Specific Responsibilities

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- Oversee the preparation of tender documents for the studies, supervision, and construction/rehabilitation of irrigation infrastructures, aggregation centers, markets, pack

- houses, institutional buildings, warehouses, as well as other related civil works;
- Review and develop specific project contracting guidelines for staff on civil works;
- Supervise civil works activities in the Project and report on progress to the PC;
- Ensure project civil works comply with environmental and social safeguards requirements and sustainable climate change adaptation;
- Develop contracts and MoUs related to Project civil works;
- Develop tools for monitoring of Project interventions related to civil works;
- Participate in planning and preparation of Annual Work Plans and Budgets (AWPBs);
- Undertake any other duty assigned by the PC

Required Qualifications and Experience

- A bachelor's degree in structural/rural civil/agricultural Engineering. A Master's degree from a recognized University will be an added advantage;
- A valid professional registration by the Engineering Registration Board;
- At least 5 years of relevant work experience in rural engineering, managing civil works projects related to irrigation infrastructure, market facilities, and other agricultural structures, with at least 2 years in World Bank projects;
- Proven experience in developing specific construction and management guidelines for market and irrigation infrastructure, including design standards and bills of quantities for various agricultural structures such as abattoirs, warehousing, and storage facilities. Knowledge of sanitary and phytosanitary standards is essential.
- Experience in providing standard technical advice to private sector operators at the local level, with the ability to collaborate effectively with diverse stakeholders.
- Strong understanding of environmental and social safeguards requirements, with the ability to ensure compliance in project implementation.
- Ability to develop tools for monitoring project interventions related to civil works and provide regular progress reports to senior management.
- Excellent communication skills, both written and verbal, with the ability to engage effectively with diverse stakeholders.

Other Competencies and Requirements

- Proven track record of leadership and networking at a senior level
- Self-motivated and have good interpersonal skills;
- A good communicator and presenter both orally and in writing;
- Considerable knowledge of the use of computers (PCs).
- Fluency in written and oral English and Somali

Contract Duration and Work Arrangement

The contract will be active for 8 months, and the successful Consultant will be expected to report to the office of the Project Coordination Unit with working hours from 08:00 am to 03:00 pm, Saturday to

Thursday. The successful candidate will be expected to prepare a detailed work plan and deliverables in the first week of service.