



CENTRAL BANK OF SOMALIA

Terms of Reference

Position Title: ICT Consultant for Central Bank of Somalia
Type of Appointment: Individual Consultant

The Central Bank of Somalia (CBS) is championing the progressive transformation the Somali nation and state is experiencing with a long-term objective of inclusive economic growth and poverty reduction. Its core aims seek to foster price stability and build a robust, stable, up-to-date, and sound financial system. The CBS has initiated a forward-looking reform program aimed at formalizing the financial sector, establishing effective monetary policy, and building strong banking operations foundation. The reforms also include efforts to promote good governance and increase organizational effectiveness, strengthen reporting and transparency.

The Central Bank of Somalia (CBS) is currently a key beneficiary of a World Bank (WB)-financed investment lending project, the Somalia Capacity Advancement, Livelihoods and Entrepreneurship through Digital Uplift Project (SCALED-UP). Being implemented by the FGS; the project aims to support progress towards increased access to basic digital financial and government services targeting entrepreneurship and employment, particularly for women. It includes 3 components: (i) Strengthening Institutions, (ii) Enabling Financial and Digital Services, and (iii) Project Management.

Objectives and Scope of Services

The CBS needs assistance with the help of SCALED-UP Project to hire an ICT Consultant whose role will be to establish and maintain the overall plans for executing all ICT projects at the CBS.

The ICT Consultant will contribute and deploy the best efforts to build capacity of the CBS ICT infrastructure providing on-the-job technical support. The ICT Consultant will be working under the oversight and guidance of the CBS's General Manager.

Specifically, the ICT Consultant will:

- Establish, develop, and maintain a sound, adequate and up-to-date information security management policy, procedures, and guidelines.
- Manage the dissemination, training and approval of security policies and practices.
- Oversee the CBS' information security organization comprising of indirect reports of IT and business operations and direct reports.
- Ensure information security governance by developing and enforcing hierarchal governance program.

- Assessment and treatment of security risk by creating and implementing a risk-based process for risk management.
- Recommend and oversee risk management and information security awareness training programs.
- Develop a program for roles and responsibilities to ensure information classification, protection, accountability, and ownership.
- Create strategic risk guidance for IT projects including but not limited to the evaluation and recommendation of technical controls.
- Oversee incident responses to protect CBS reputation and IT assets.
- Perform white box security testing to assess current security measurements.
- Manage security audit testing and evaluate security engineering team.
- Create a reporting and measurement framework to test the effectiveness and efficiency of Information Security Management Systems (ISMS) program.
- Coordinate among audit, HR, legal and information security teams as required to increase the maturity of the security.
- Advise IT staff to comprehend security audit failures.
- Advise security staff to guarantee that security is factored into the systems from ground up.
- Create a strong and professional relationship with the IT security team to apply and develop security controls and implement configurations aligned with security policies.
- Ensure that information security of the CBS is airtight by recommending third party vendors that provide information security services and products.
- Demonstrate awareness of current security trends, practices, laws, and regulations.
- Ensure monitoring data, system logs, and audit trails are reviewed periodically to comply with policy requirements. Support application configuration and security setup as needed.
- Plan, develop, and actualize Disaster Recovery (DR) and Business Continuity Plan (BCP) sites.
- Work with Business Continuity management team to ensure that the DR crisis management team and BCP team lead the implementation of the DR strategy and procedures.
- Establish and maintain the overall plans for executing all DR procedures and understand their inter dependencies.
- Establish and maintain detailed DR communications and command and control plans through a change management process.

Training/coaching/database development

- The ICT Consultant will provide training and guidance to transfer knowledge and skills on Information Technology to the ICT staff. Completing this task will ensure long-term sustainability, strengthen staff capacities/skills, fill technical gap, and support institutional strengthening.
- Provide advice, mentoring, coaching, and on-the-job training for relevant ICT staff in the CBS and advise them to plan and execute all stages of the IT projects lifecycle in accordance with the CBS policy and procedures.
- Work with the IT technical staff to ensure that DR solutions are adequate in place maintained and tested as part of the regular operational life cycle.

- Develop and understand all testing necessary for a successful DR execution schedule and lead all DR exercises.
- Provide ongoing feedback for risk management mitigation and prevention.
- Ensure disaster recovery cost requirements are reflected in annual budgets.
- Regularly report Disaster Recovery activities to upper management Act as liaison for auditing and examination of disaster recovery processes

Roles and Responsibilities

The Consultant will be expected to produce the following, among others by the end of the contract:

- Provide strategic support to the CBS Management as requested.
- Lead and deliver the ERP system upgrade.
- Lead the implementation of ISO27001.
- Draft, test the BCP plan working as required.
- Lead the implementation of the BCP for the bank.
- Review and report on CBS cloud services in view of consolidation and reduce cost
- Implement and action the IT Audit security recommendation.
- Prepare strategic change initiatives requiring focused implementation teams.
- Knowledge sharing and collaboration with internal teams.
- Evaluate new tools and techniques and make recommendations to improve real time and batch data access, transformation and movement across heterogeneous technologies and platforms.

Qualifications and Experience

- A bachelor's degree in Computer Science, Information Security, IT or related discipline is required. A master's degree in the domains listed above is preferred.
- A minimum of 12 years of work experience in the IT and technology field is required, including but not limited to project management, IT security, DR/BCP, IT Service Management and Enterprise Applications Support.
- 7 years of IT security experience in an advisory role to a public or large private sector organization. Experience with providing IT security advice to firms providing financial services is a strong advantage.
- Experience in technical design and architecture roles in applications or cloud-based architecture.
- Expertise in DR strategy and DR plan builds, Knowledge of IT infrastructure and Data center concepts.
- Knowledge of BC/DR Plan Implementation.
- Current or previous experience in configuring, operating, architecting, and designing security solutions for business and technology initiatives.
- Familiarity and experience in formal security architecture aspects, methodology & frameworks.
- Must demonstrate a sound understanding of vendor technologies, roadmaps, and negotiation, and remains current with key IT industry themes and emerging trends.

Key Skills and Competencies

- The Candidate should have work experience and in depth knowledge of Somalia and the sensitivity to the underlying state of fragility and the prevailing challenges in the country.
- Strong oral and written communication.
- Ability to document and analyses requirements.
- Ability to develop communication plans and project status reports.
- Must demonstrates ability to build and maintain collaborative and trustful relationships with a variety of stakeholders.
- Quick to act on potential opportunities and take the initiative within the scope of the assignment.
- Strong understanding of cost control and vendor negotiation skills.
- Demonstrated ability to communicate effectively in Somali and English.
- Ability to lead a multi-disciplinary project management team, build effective working relations with colleagues and beneficiaries, and capable of working under pressure, with good experience in leadership and strategic management of project team.