



Terms of Reference

For

Training of Port and Border Point Animal Health Officers and Developing Operating Systems at Livestock Export Points of Somalia

A. Background of the Assignment

Livestock contributes to around 45% of the GDP in Somalia with about 85% of the national foreign export earnings attained through the sale of livestock and livestock products. Approximately more than half of the Somali population lives in rural areas with livelihoods depending either directly or indirectly on livestock. Livestock is therefore a highly dependable source of livelihoods for not only pastoralists but all the Somali people. It contributes to generation of government revenue and provides employment for a wide range of country population, professionals and other service providers. The sale of livestock and livestock products takes place both locally for domestic consumption, economic property and also for exports through seaports, airports and also through cross border with neighboring countries such as Kenya, Ethiopia and Djibouti. The cross-border livestock movement takes place both for livestock trade and for seeking pastures and water. Somali Livestock trade and export involve all local livestock species including cattle, camels, goats, sheep and some indigenous poultry to an insignificant extent around cross borders. The trade channels involve both live animals and animal products exported through the seaports and airports of Mogadishu, Bossaso, Berbera and Kismayo, and across HOA country borders through informal means. In total, there are about 4 main ports and 8 border points critical in the control of livestock diseases in the process of trading in livestock and livestock products to conform to the international requirements and avoid trade disruptions. Livestock and livestock products are exported to Arabian and Northern African countries. These ports are therefore essential assets in Somali livestock business.

Animal and animal products can serve as transmitters of public health threats through livestock diseases and the importing countries as well as the OIE guidelines require confirmation of strict adherence to livestock disease control protocols during export exercise within the country and prior to export. Somalia has been making some strides in combatting weakness in the quality of livestock exports, however system improvement is a continuous process. In the past, Somalia faced repeated challenges of low export due to weaknesses related to compliance with livestock export quality and standards. Port inspections of livestock and livestock products for export play a vital role in addition to internal livestock disease control regimes and methods of verifications in improving trade with importing countries. The Ministry of Livestock, Forestry and Range's institutions would have established strategies for identifying and stopping infected animals and animal products from entering or leaving the country. However, the effectiveness for technical compliance with these requirements such as performing these inspections and maintenance of

relevant export records and protocols, is hampered by limited capacity and expertise of veterinary port officers within the state and federal ministry levels. The Ministry deploys livestock officers to man the export and border points for the sake of ensuring compliance with protocols for export of livestock and livestock products. Internal livestock movement corridors also exist and there are veterinary and other livestock movement enforcement personnel to ensure internal regulations are complied with. In terms of government coordination of veterinary and animal health service, there is director of animal health and chief veterinary officer (CVO) at the federal Ministry of Livestock, Forestry and Range, who receive and compile all national animal health reports including reports from export points for livestock and livestock products. However, there is a lack of clear reporting structure and consistence in export data production and management from the federal and ports personnel to the systems. Among the existing legislative frameworks for livestock and livestock products are the draft Somali National Meat Act and Dairy Act (under consultation), Veterinary Law Code, National SPS Strategy, Quarantines SOP and the Livestock Sector Development Strategy and National Rangeland Management Strategy.

Due to inadequate capacity of the ports veterinary personnel, tools and infrastructure, the trade data, especially export, in livestock and livestock products throughout the country is inadequately coordinated, a scenario that breeds a lack of a system that ensures consistent record keeping for all traded items, health inspections and compliance records. There is therefore no clear statistics of annual export numbers of livestock and products. Because of this inadequacy, the government lacks supporting statistics to establish corresponding functional strategies for development and improvement of the livestock sector.

Under the Horn of Africa (HoA) Initiative, the World Bank Group is funding the De-Risking, Inclusion and Value Enhancement of Pastoral Economies Project (DRIVE), the Ministry of Livestock Forestry and Range is one of the project beneficiaries. DRIVE project aims to protect pastoralists against drought shocks using a package of financial services that includes drought insurance, saving incentives and provision of credit funding where applicable. It also aims to connect the pastoralists to better markets by upgrading the livestock value chains, quality infrastructure and facilitating regional and international livestock trade. It is a regional project and Djibouti, Ethiopia, Kenya and Somalia are the participating countries. The development objective of the Project is to enhance de-risking, financial inclusion and value addition of pastoral economies in the HoA. This consultancy basically aims to provide port veterinary officers with the knowledge, skills and abilities required to perform their duties in an efficient, compliant and effective manner that also enhances the capacity of Somalia in exporting live animals and products through compliant export vessels which practice good animal welfare and high standards of cleanliness. The Ministry of Livestock, Forestry and Range uses part of DRIVE project fund to engage a consultancy firm to provide the training for relevant animal health personnel to enhance their capacity and skills necessary to drive compliance efforts as required in the international trade for livestock and livestock products which will in turn promote increase in export, food market access and sustainable livestock trade.

Somalia shares land borders with countries in the Horn of Africa Region ; Kenya, Ethiopia and Djibouti. The fact that these countries experience seasonal transhumance and significant informal

cross border livestock trade, the need for cross border collaboration and coordination on livestock trade data, animal health and sanitary measures is not effectively cooperated by the states currently. DRIVE project, through this inclusive national capacity building on Somalia's port veterinary and cross border livestock officers, will also strengthen existing cross border cooperation on livestock as trained officers will support activation currently not effectively implemented memorandums of understanding on cross border cooperation between Somalia and Ethiopia and between Somalia and Kenya (draft). This sector specific national human capital transformational training is therefore also projected to effectively streamline improved and healthy cross border livestock trade. Somalia shares over 700-kilometer land border with Kenya, in today's modern globalization, animal disease outbreaks cause devastating shock to trade, livelihoods and public health if there is no timely detection and action in place. Animal mobility in Horn of Africa is frequent. FAO indicates the link between human, animal population and surrounding environment is particularly close in developing regions where animals provide services, clothing, income and high-quality proteins. Animal health monitoring is therefore core element for sustainable development in Horn of Africa region. Somalia suffered in the past a number of livestock export ban on health grounds. According to Somali Livestock Sector Development Strategy (LSDS 2020 – 2030), an export ban targeted to Somalia livestock export in 2016 by its trade partner drastically dropped the annual export value for live animals by \$183 million. These bans accelerate negative environmental impact as livestock that would have been taken off from the rangeland remain increasing overgrazing and vulnerable livestock keepers' resort to unsustainable livelihood activities such as charcoal production. This training is therefore import for detecting poor livestock export quality and serving as early action preparedness.

B. Objectives of the Consultancy Project

The overall objective of this consultancy is to provide a comprehensive training to Somalia veterinary and livestock officers responsible for inspecting, observing and certifying livestock and livestock products at export ports and border points, livestock disease surveillance and control and livestock testing against recommended diseases as per understanding between Somalia and its importing partners, and export data management and reporting to enable them ensure that world class standards in livestock export are applied and complied with at export points. Livestock off-take along with livestock products takes place at sea and airports and also at certain terrestrial border points. Therefore, the consultancy is aimed at enhancing the capacity of the targeted personnel to detect and prevent the spread of animal diseases within the export animals and products by being trained on reporting to Disease Surveillance and Epidemiological Data Management Unit of the Ministry, comply with standard export procedures, and ensure the safety and quality of animals and livestock products exported throughout the country. With the trained skills and improved capacity, the personnel will implement export standards and guidelines for food safety, animal welfare, cleanliness and standard loading capacity of export fleet and export data management. Further to the training, the consultancy will develop standard operating procedures and guidelines defining the processes and steps throughout livestock export chain to be followed in generating export data and management including cross border informal trade. These will be accompanied by operational tools including tools for documenting livestock trade (internally and export) data capture, data transmission and data processing at national level. This

activity will support the improvement of capacities of FGS and FMS institutions to enhance workforce capacity and improve livestock exports. The DRIVE project will support the capacity building program for **Training of Port and Border Point Animal Health Officers and Developing Operating Systems at Livestock Export Points of Somalia**, to ensure that the country's existing staff are well up to date with modern technologies, practices, and standards. This capacity building will provide a series of refresher training programs in areas defined in the TORs and expert propositions from the consultancy agency. The capacity building will be carried out by first identifying staffing needs, and developing capacity building plans that will be regularly updated to meet the raising needs of the livestock exports. This consultancy will implement a series of capacity building trainings for veterinarians, veterinary professionals, and staff working at the border posts.

Application of the acquired skills and knowledge by the trained personnel with the improved infrastructural capacity will enhance Somalia's capability of compliance to export trade partners' requirements and guaranteeing the safety and quality of livestock and livestock products. This will consequently lead to established procedures for safeguarding the well-being of animals and importer trust and promoting trade and economic growth for the Country. Sustainable system for the long-term implementation of efficient and effective port veterinary inspections are envisaged to be established to protect better Somali's animal trades. The training will equip the port veterinary officers with skills and procedures to ensure and certify compliance with relevant standards for the ships used in exporting livestock and livestock products.

c. Specific Objectives to be undertaken by the Consultancy

- Develop comprehensive training program that addresses the needs at specific stages of the livestock market and export chains including modules on animal disease identification and control, inspection techniques of animals and animal products at port and border points, local and international export regulations, World Organization for Animal Health (WOAH/OIE) Standards relating to livestock export, Sanitary and Phytosanitary (SPS) compliance vetting skills; import/export of animals welfare; export livestock emergency response; traceability according to the new sustainability standards, coordination and collaboration; documentation; report writing and record keeping on export data production and management; effective communication skills and any important training aspect that might be required for a professional port veterinary officers' training.
- Provide a curriculum on the courses/activities that will be provided
- Conduct the training of the target personnel using theoretical and practical methods and provide reference resource materials for the personnel to update themselves beyond the training period.
- Design and apply appropriate participatory training methods to be used in the training in order to enhance better understanding of the subjects by the trainees.
- Conduct actual practical training procedures in conformity with routine tasks at a selected export points and in the field as can be applicable.

- Compile easy to read and understand handouts in line with the provided training and avail them to the trainees for their own reference during their routine work.
- Provide a well outlined report on the training, including recommendations on future improvements, digital transformation migration platforms and sustainability action plan
- Be prepared to provide follow-up support to the ministry to ensure the sustainability of application of the trained skills by the trained personnel at least six months after the training.
- Where necessary, ensure the training is supported by professional translator for the better understanding of the technical terms and phrases used in the training.
- Compile and avail to the Ministry hard and soft copies of manuals of standard operating procedures, guidelines and data capture and reporting tools for inspections at export ports, border points and significant internal livestock trade pathways (where possible) and export records of livestock and livestock products. These will be used by the port and border point veterinary and livestock and any other relevant personnel.

D. Scope of the Assignment

To achieve the objectives and realize the impact of this consultancy service that also addresses part of the objectives of the De-risking, Inclusion and Value Enhancement (DRIVE) project of Pastoral Economies in the Horn of Africa, the consulting firm will be guided by the following content scope of the training. On job practical training sessions at the ports Mogadishu, Kismayo, Berbera and Bosasso are also expected in this scope:

- **Inspection procedures and proper handling and transportation of animals and animal products:** The training will focus on the safe and humane handling of animals and animal products, cleanliness in animal accommodation places at the vessels, avoiding of overloading as well as the appropriate techniques and procedures for inspecting and evaluating the health of animals and animal products using appropriate methods. This may include visual inspections, laboratory testing and other diagnostic methods. Professionalism and integrity regarding trade and Phyto sanitary and sanitary lessons, and confidential trade information will also be addressed during the training. In addition, new sustainability regulations such as the EU Deforestation Regulation that will require traceability will be presented.
- **Disease control methodologies:** Port Veterinary Officers (PVOs), Border Officers and other officers involved in disease control and livestock market chains need to be familiar with the trans-boundary animal diseases and other diseases that are of concern for animals trade and animal products which impact international livestock market, and their prevention and control methods. The prevention and control methods may include disease surveillance and investigation, vaccination, quarantining, sampling and other measures to prevent the spread of diseases. Public health protection and management and animal health information management of

intermediate level as well as fattening history for export livestock are also other issues to be included in the training.

- **Livestock import and export procedures:** PVOs and Border Livestock Officers will be trained with the procedures for exporting animals and animal products, including animal health certification compliance in line with WOAHOIE guidelines, humane handling and transportation of animals, and fostering cooperation structure with customs and border protection agencies for this and for trade data generation. Review agreed export protocols between MoLFR and importing countries to enrich the training content and the standard operating procedures, guidelines and operational tools to be developed in coordination with MOCI (e.g., MOU between Kenya and Somalia). This will be complemented by the standards of the OIE/WOAH on export and import requirements and responsibilities of importing and exporting countries, ethical handling of importation materials enshrined in the global Terrestrial Animal Health Code of the last version, particularly sections of the Code concerning livestock and livestock products' trade quality compliance.
- **Regulations:** Compliance with National and international regulations and guidelines related to animal and animal product exports such as the OIE Terrestrial Animal Health Code, the Sanitary and Phytosanitary (SPS) Agreement of the WTO and other relevant regional trade regulating bodies should be consulted including the upcoming EU Deforestation Regulation. The consultancy should ensure that the targeted personnel are trained on and be able to apply the regulations, quality standards and protocols governing export of animals and animal products, including issues related to biosecurity, best sanitation practices and animal health. To ensure better standards that improve market access for Somalia livestock export, processes and procedures of enforcement, investigation and analysis will be trained as well.
- **International trade agreements:** PVOs and PLO need to be trained with international regulations, among them include the International Regulations for Animal Product Export (IREGS), export requirements in the countries that are considered being potential export market diversification including EU and US, being markets where a good number of Somali in diasporas live and Arabian peninsula livestock trade protocols.
- **Livestock Export Data Management:** These officers to be trained are the individuals closer to livestock export activities. Training that builds their capacity in terms of understanding data types, collection, production and visualization of meaningful dataset and documentation is highly required. The consultancy will be required to develop tools that collect real-time export data and also data coordination structure for export points including the cross border livestock trade. This will revolutionize proper export value documentation and record-keeping of animal and animal products: The training will also cover the proper procedures for documenting

and recording the movement of animals and animal products through the ports, including compliance with national and international regulations and guidelines on handling Somali national sensitive data.

- **Animal Health Emergency Management and Handling:** With the lens of trade improvement and protection, this section will train emergency response procedures for animal health incidents and guidelines on confirmation and dissemination of animal health emergency reports within the country and during export operation for consistency of information while defining roles and responsibilities for handling such information. Animal health incidents may occur at the port due to animals falling sick or accidents involving emergence of hidden disease symptoms. This will ensure that the staff is prepared to respond quickly and effectively in case of an emergency with the establishment of proper guidelines.

By achieving aforementioned and several other training options within the scope as proposed for the consultancy, the port officers and border livestock officers will be able to professionalize Somalia livestock export services, handle, inspect, and document the movement of animals and animal products at ports in a safe, humane, and compliant manner, which will protect public health (both for home and Somalia export clientele) and animal welfare, and prevent the spread of animal diseases. It is believed such export service capacity development will enhance Somalia livestock economic improvement.

E. Firm and Core Team Composition and Qualifications

The consultancy firm must be able to demonstrate certification, relevant competence and capability validated through its past consultancy services experience in similar or closely related areas. The minimum qualifications required to be met by the ideal firm are as follows:

- I. A minimum of 10 years of relevant experience in a country national livestock export development, public health, animal health and public veterinary services development. An in-depth practical experience in establishing and implementing an advanced port veterinary officers training that covers holistic areas among them including; inspection procedures, proper handling and transportation of animals and animal products, disease control methodologies, import and export procedures, regulations, international trade agreements, livestock export data documentation, animal health emergency control and handling, food safety practices and standards for animal-based livestock foods and supporting public institutions in developing operating systems using benchmarked best practice approaches.
- II. Familiarity with the related quality, export data production and domestic and export requirements deficit challenges faced by the livestock producing countries in Africa and across the world. This should be demonstrated through evidence of past experience revealing having worked and enhanced those areas and contexts. Express at least one past assignment in aforementioned areas of interest in pastoral

system of production of livestock management like Somalia.

- III. Expertise in animal production and livestock trade development with special focus on commercialization of livestock products and live animals employing state of art techniques and climate resilient knowledge applicable to ASAL Lands. The firm should be an implementer of global, WOA and FAO livestock export related procedures.

Desired Consultancy Team Composition and Experience

The consulting firm should have a team of experienced and qualified veterinarians and other animal health and livestock trade professionals having training experience in animal health, livestock export development, handling of livestock and livestock products and protocols related to export and cross border livestock trade. The team should be well-versed in the relevant regulations and standards related to port veterinary services, standards and practice in the relevant jurisdiction. The team should possess expertise in the import and export protocols and processes for animals and animal products export as well as port handling of animals. Specifically, the firm(s) must include the Key Experts below in their team:

Key Expert 1: Team Leader / Lead Trainer

- Minimum Education Qualification: Master's degree in veterinary science, Livestock Sector Development, or closely related field
- Minimum 10 years' experience leading consulting teams in designing and conducting trainings related to livestock export procedures, disease control methodologies, import/export regulations, etc. Specifically, must have proven experience developing training programs for veterinary services capacity building and implementing projects to enhance compliance of livestock exports with international norms for pastoralist communities.

Key Expert 2: Livestock Export Specialist

- Minimum Education Qualification: Master's degree in veterinary medicine/science, Animal Science, Livestock Production and Trade or related field
- Minimum 8 years' experience on livestock export supply chains, disease surveillance, certification processes and facilitation of regional/international livestock trade. Hands-on experience implementing export protocols and ensuring compliance with health and safety regulations is a must. Good knowledge of livestock export and import protocols and experience in implementing the same as well as processes including compliance with applicable national and international regulations and guidelines.

Key Expert 3: Veterinary Standards & Guidelines Specialist

- Minimum Education Qualification: Masters in Veterinary Medicine/Science, or related
- Minimum 9 years specific experience interpreting and implementing OIE terrestrial animal health code, Sanitary and Phytosanitary Agreement (WTO) as well as developing context-specific standard operating procedures and guidelines aligned with local and international veterinary regulations.

Key Expert 4: Livestock Data Systems Specialist

- Minimum Education Qualification: Masters in Agricultural Economics, Information Management, Statistics or related
- Minimum 9 years hands-on experience designing tools and systems for capture and management of livestock traceability data. Must demonstrate knowledge of livestock export data requirements and previous experience implementing livestock data systems or related field level data collection platforms.

F. Deliverables and Timelines of the Assignment

The assignment is expected to be completed in 6 months with the following deliverables required in the suggested timelines below. Payment will be against deliverables and will be in the schedule proposed below.

#	Deliverable	Timeline (Contract Signature +)	Payment Schedule (Contract Amount %)
1	Inception report covering the work plan and training plan: upon mobilization and commencement of the assignment approved by the client (Ministry of Livestock), Federal Government States (FGS). The report will also define the proposed training methodologies for specific topics. Any draft handouts may also be provided at this time.	2 weeks	10%
2	Draft training material/program within the objectives and scope of this consultancy: upon submission of the inception report and approval by the Ministry. Thematic areas that the training program to suggestively cover include contents on points B, C, and D above, and in summary as: I. Inspection procedures II. Disease control methods	6 weeks	20%

	<p>III. Import and export procedures and standard operating procedures</p> <p>IV. Regulations</p> <p>V. International trade agreements</p> <p>VI. Documentation which may include:</p> <ol style="list-style-type: none"> a. Different data capture forms b. Reporting forms c. regularity of filling the forms and submitting d. procedures of storage of the forms and submission <p>VII. Emergencies</p> <p>VIII. Overview of Port Veterinary Officer duties; port protocols and procedures</p> <p>IX. Proper handling and inspection of animals and animal products</p> <p>P.S. above is fundamentally brainstormed by the client. The consultant must along this provide a curriculum for the training indicating:</p> <ol style="list-style-type: none"> a. Sessions by day and month <ol style="list-style-type: none"> i. How many sessions per week ii. Topics to be covered iii. Practical Training iv. Evaluation Method v. Training material for each session 		
3	<p>Conduct training upon approval of the draft training program and materials. Training of at least 74 port veterinary officers and border livestock officials, across the Federal and Federal Member State levels satisfactorily and system of cooperation/ operating developed. At least 15% of the trainees have to be women.</p>	21 weeks	30%
4	<p>Handover of all training related documents to the Ministry within one week upon the completion of the training and standard tools are developed, trained with staff and handed over to the Ministry.</p>	25 weeks	30%

	<p>Other documents to be handed over in the draft are:</p> <ul style="list-style-type: none"> i. Notes captured in the training ii. Guiding procedures and SOP manuals and overall training report iii. Refined training handouts iv. List of reference materials for future reference by trainees v. Developed action plans for the trainees and the ministry. 		
5	<p>Presentation of the findings of the training jointly with the trainees. The presentation will be directed to all beneficiaries in MOCI, SOBs and MLFR at the FGS and FMS.</p> <ul style="list-style-type: none"> - Present the evaluation - Present one final case study per training module by a group of trainees to show their learning and absorption of the training 	23 week	10%

G. Selection Criteria, Composition of the Trainees & Training Location

The officers to be trained by this consultancy are supposed to be current staffers who are involved in pre-shipping port/border monitoring and inspection of livestock and livestock products movement at the port of dispatches and entry points. The proposed trainees will be selected based on their educational level on livestock production, veterinary and husbandry management. The training is an advanced, international livestock export and commercialization quality enhancement relevant capacity building transforming Somalia Livestock sector. Trained officers will get certificates earned through post training assessment; a certificate that will imply ‘certified port veterinary officer’. The selected trainees must have: a) at least advanced diploma in livestock production, agricultural economy or veterinary medicine, with experience working as port veterinary officer or cross border livestock officer. b) bachelor’s degree in livestock production, agricultural economy or veterinary medicine. Trainees will be selected from port cities of the country and some border points with high prevalence of cross border livestock trade. The composition will look like the following structure:

No.	Trainee classification	Institution	Quantity	Selection criteria
1	Officer currently involved in pre-shipping port/border veterinary monitoring and inspection on livestock and livestock products at port of dispatch. At least 20% should be women among proposed trainees by institutions.	Puntland State Ministry of Livestock and Animal Husbandry	9	Merit based: a) bachelor's degree in livestock production, agricultural economy or veterinary medicine, b) if no degree, advanced diploma in livestock production, agricultural economy or veterinary medicine, with port veterinary inspection experience of more than 3 yrs.
		Jubaland State Ministry of Livestock, Forestry and Range	9	
		Southwest State Ministry of Livestock, Forestry and Range	9	
		Galmudug State Ministry of Livestock, Forestry and Range	9	
		Somaliland	9	
		Federal Government Ministry of Livestock, Forestry and Range with three candidates from Ministry of Commerce and Industry, FGS	20	
		Hirshabelle State Ministry of Livestock, Forestry and Range	9	
Total			74	

Particulars: The successful training consultant will select location of its choice as the training location inside Somalia. However, practical training is partly expected to be happening at the respective ports to ensure the training has a mix of theoretical and practical training. The venue, training service, expert quality, meals and refreshment package at the venue, training materials, pickup transport service within the venue if the place is complex and any other cost related to provision and facilitation of this advanced training are accounted on the side of the consultant. The consultant will be expected to certify the trainees by taking them through post training exam evaluating the skills trained. The trained officers will serve as certified port veterinary officers enhancing the quality and sustainability of Somali livestock export to access confidently in the global food markets

H. Timeframe and Reporting Arrangement

The estimated timeframe for the assignment is 6 months and is expected to commence after contract signature. The consultancy firm will work under the direct supervision of the Director General of the Ministry of Livestock, Forestry and Range and shall provide weekly basis progress reports summarizing progress; challenges and presenting any issues that require action from the Ministry and the DRIVE Project including the PIU and the World Bank. There shall be an inaugural meeting of the subject matter experts between the consultants and MoLFR officials, SOBs, MOCI, World Bank and relevant stakeholders to discuss the curriculum. Weekly review sessions and consultations will be routinely conducted within the assignment period. The consultant firm will coordinate with the PIU of the DRIVE project and the World Bank and to include inputs from the relevant Ministries, Departments and Agencies of the Federal Government of Somalia.