



NIRA
NATIONAL IDENTIFICATION &
REGISTRATION AUTHORITY
HAY' ADDA A QOONSIGA IYO DIIWAANGELINTA QARANKA

Job Description	
Organization:	National Identification and Registration Authority
Position Title:	Cybersecurity Specialist
Reports to:	Director General
Duty Station:	National Identification and Registration Authority (NIRA), Mogadishu
Name of the Project	Somalia Capacity Advancement, Livelihood and Entrepreneurship, through Digital Uplift Project (SCALED-UP)
Project ID	P168115
Duration	12 months renewable upon performance

TERMS OF REFERENCE FOR CYBERSECURITY SPECIALIST

Background:

The National Identification and Registration Authority (NIRA) is a Government Agency in Somalia, first established in 2020, with the aim of creating and maintaining the national identification system. NIRA is, inter alia, responsible for registering citizens and residents and for providing them with secure and verifiable credentials, including a unique identification number and a national identity card. It also serves as a trusted provider of identity verification and authentication services, promoting the use of the foundational identification system. With the establishment of NIRA Somalia, the government is committed to providing a reliable and efficient identification system that will enable individuals to access services and participate in the development of the country.

The Federal Government of Somalia is implementing the World Bank-financed Somalia Capacity Advancement, Livelihood and Entrepreneurship, through Digital Uplift Project (SCALED-UP) and intends to use part of the proceeds to hire a **Cybersecurity Specialist** (Individual Consultant) for the National Identification and Registration Authority.

Objective:

The Cybersecurity Specialist will play a crucial role in supporting the National Identification and Registration Authority (NIRA) of Somalia by providing expertise in cybersecurity measures, frameworks, and emerging technologies. The Cybersecurity Specialist will contribute to the secure implementation and operation of the National ID system, aligning with NIRA's objectives, missions, and goals. This includes developing and implementing security policies, procedures, and controls to protect sensitive data and systems. NIRA is actively recruiting a Cybersecurity Specialist based in Mogadishu, Somalia.

Scope of Work:

Under the overall guidance from NIRA's Director General, the responsibilities of the Cybersecurity Specialist position will include but not limited to the following:

1. Responsibilities:

The Cyber Security Specialist will undertake the following key responsibilities:

1. Cybersecurity Strategy and Policy Development:
 - Develop and implement a cybersecurity strategy aligned with NIRA's objectives, missions, and goals.
 - Establish cybersecurity policies and procedures to mitigate risks and ensure compliance with relevant regulations and standards.
 - Regularly review and update security policies to address emerging threats and issues.

2. Security Operations and Incident Response:
 - Monitor and analyze security events using Security Information and Event Management (SIEM) tools.
 - Investigate and respond to cybersecurity incidents, ensuring a timely and effective incident response.
 - Conduct forensic analysis to determine the root cause of security incidents and recommend remediation actions.
 - Collaborate with cross-functional teams to implement security controls and measures.

3. Cyber Defense and Vulnerability Management:
 - Conduct regular security assessments to identify vulnerabilities and weaknesses in the National ID system.
 - Develop and implement proactive measures to mitigate identified vulnerabilities and enhance the system's resilience.
 - Maintain an up-to-date inventory of security assets and ensure effective patch management.
 - Perform penetration testing and vulnerability scanning to identify potential security gaps.

4. Team Management and Collaboration:
 - Lead and manage NIRA staff of cybersecurity professionals, providing guidance, transfer of knowledge, mentorship, and support.
 - Foster a collaborative and productive working environment within the cybersecurity team.
 - Coordinate with other departments and stakeholders to ensure effective communication and alignment of cybersecurity objectives.

5. Emerging Technologies and Industry Trends:
 - Stay informed about emerging trends, challenges, and best practices in cybersecurity, particularly in relation to national identification systems.
 - Identify and evaluate emerging technologies and solutions that can enhance the security of the National ID system.
 - Conduct research and analysis on cybersecurity advancements and propose relevant technological solutions.

2. Qualifications and Experience

The candidates should have the following desired qualifications:

- Bachelor's degree in Computer Science, Information Security, or a related field. Master's degree is a plus.
- Professional certifications in cybersecurity e.g., Certified Information Systems Security Professional (CISSP), Certified in Risk and Information Systems Control (CRISC), Certified Information Security Manager (CISM), Certified Ethical Hacker (CEH) or etc. are required.
- Minimum of 7 years of experience in cybersecurity, information security, or other relevant fields preferably in a government or public sector organization.
- Strong knowledge and hands-on experience in security operations, incident response, and cyber defense.
- Experience in developing and implementing cybersecurity policies and procedures
- Proficiency in working with Security Information and Event Management (SIEM) tools.
- Experience in forensic analysis and conducting investigations into security incidents.
- Solid understanding of computer science principles and methodologies.
- Proven ability to manage and lead a team of cybersecurity professionals effectively.
- Excellent teamwork and collaboration skills, with the ability to work across departments and stakeholders.
- Strong analytical and problem-solving abilities.
- Familiarity with industry standards and frameworks, such as NIST, ISO 27001, and CIS or COBIT.
- Fluency in English and Somali languages (both written and spoken).

Deliverables:

- Cybersecurity strategy and policy documents aligned with NIRA's objectives, missions, and goals.
- Incident response plans and procedures tailored to NIRA's specific needs.
- Security operations reports, including monitoring and analysis of security events.
- Vulnerability assessment reports and recommendations for mitigating identified vulnerabilities.
- Forensic analysis reports for security incidents, including root cause analysis and remediation actions.
- Documentation and materials for cybersecurity awareness and training programs.
- Regular updates and recommendations on emerging technologies and industry trends relevant to the National ID system's security.
- Effective team management and coordination to ensure cybersecurity objectives are met.
- Timely and accurate reporting, presentations on project progress and achievements.
- Knowledge sharing initiatives to enhance cybersecurity skills and awareness within NIRA.