



Call for Expert

In the Field of Vocational Education Training

Term of Reference

Programme Name:	Leaving the past behind: Building Resilience to violent extremism through support and education
Brief Description of Project Vision:	<p>The programme is implemented by the Gender Alliance for Development Centre (GADC) through the support of the Counseling Line for Women and Girls (CLWG) and the financial support of GCERF.</p> <p>The intervention will have national coverage but will specifically target the following locations within Albania: municipalities of Tirana, Vlora, Elbasan, Librazhd, Bulqiza, Shkodra, Pogradec.</p> <p>The direct beneficiaries of this project are: (i) men, women, and children who have returned from Syria and Iraq; (ii) family members of returning foreign terrorist fighters. Programme activities aim to reintegrate them back to society by providing immediate psycho-social counseling and opportunities for reintegration in the labour market to reintegrate both socially and economically in their communities.</p> <p>Indirect beneficiaries will be community members in the targeted municipalities, who would benefit from the initiative and the efforts to bring about community cohesion and mutual understanding as well as resilience.</p> <p>The overall objective of the programme is to change violent extremist views and behaviors of returning foreign terrorist fighters and their families, through disengagement and deradicalization, while providing a comprehensive support structure to enable reintegration into society and the building of alternative narratives.</p> <p>GADC will work on:</p> <ul style="list-style-type: none">• Development of individual employment strategies for RFTFs and family members to ensure entry into the labor market through the promotion of public-private partnership• Linking RFTFs and their family members to Vocational Education Training to receive skills identified in a baseline analysis of needs.• Organizing Workshops and new initiatives on start-ups and entrepreneurial skills for RFTFs and their family members.
Project Outcome:	<p>The programme will work towards the following outcome:</p> <ul style="list-style-type: none">• Returning FTFs acquire the necessary vocational and employability skills to reintegrate in their local communities



A. VOCATIONAL EDUCATION TRAINING

One of the project's outputs is to link the returning foreign terrorists fighters (RFTFs) and their family members to Vocational Education Training to receive skills identified in a baseline analysis of needs. To achieve this, the RTFTs would be facilitated by developing training as follows:

- Organizing 3 orientation sessions regarding the professions required by the market;
- 3 Sessions: Matching acquired skills and knowledge to market demand for employment.
- 10 Sessions: Professional training sessions for RFTFs
- 8 Sessions: Soft skills training
- 2 sessions: Training on how to comport on a job interview
- 75 sessions: Mentoring and coaching of RFTFs and their families during job seeking process

B. SCOPE OF WORK AND METHODOLOGY

The scope of work and methodology for the project, aims to link returning foreign terrorist fighters (RFTFs) and their family members to Vocational Education Training (VET), involving a comprehensive approach to skill development, job readiness, and successful integration into the workforce. The deliverables should consider the local context of the target groups in the targeted municipalities. Nonetheless, they should incorporate valid assumptions in order to ensure that their approaches and methodologies are successfully replicated countrywide.

C. DELIVERABLES

1. Needs Assessment:

- Conduct a thorough needs analysis to identify the specific skills and competencies required by the local job market.
- Assess the skills, educational backgrounds, and interests of the RFTFs and their family members to tailor the vocational training accordingly.

2. Orientation Sessions:

- Organize three orientation sessions to introduce RFTFs and family members to the vocational professions in demand in the local market.
- Provide an overview of the potential career paths, job opportunities, and the importance of vocational training.

3. Skill-Market Match:

- Facilitate three sessions to align the acquired skills and knowledge of participants with the actual demands of the job market.
- Analyze how the skills gained through training can be applied to specific employment opportunities.

4. Professional Training:

- Conduct ten professional training sessions focusing on the technical skills required for the identified professions.
- Provide hands-on training, simulations, and real-world scenarios to enhance practical skills.



5. Soft Skills Training:

- Offer eight sessions dedicated to developing essential soft skills such as communication, teamwork, time management, and problem-solving.
- Enhance participants' ability to effectively collaborate and adapt to work environments.

6. Job Interview Preparation:

- Deliver two sessions to educate participants on effective strategies for preparing and performing well during job interviews.
- Offer guidance on creating impressive resumes, handling interview questions, and presenting themselves professionally.

7. Mentoring and Coaching:

- Provide ongoing mentoring and coaching throughout the job seeking process, spanning 75 sessions.
- Offer individualized support, guidance, and encouragement to help participants navigate challenges and stay motivated.

D. DURATION AND TIMEFRAME

The expert will play an important role in orchestrating the comprehensive Vocational Education Training (VET) program as described in the project outcome. The duration of the program is estimated to span a total of 8 months, during which the above training components will be strategically delivered.

E. REQUIRED SKILLS AND EXPERIENCE

To effectively lead the workshops and initiatives focused on Vocational Education Training for returning foreign terrorist fighters (RFTFs) and their family members, the expert should possess a combination of specialized skills, knowledge, and qualities.

The Experts should demonstrate a good understanding of Vocational Education, be result-oriented, and demonstrate excellent communication, facilitation, and presentation skills.

Education: Bachelor's Degree in education, vocational education, or/and psychology. Possessing a Master's Degree in one of these fields or a relevant specialization is an advantage.

Working Experience: At least 3 years of experience related to Vocational Education and Training (VET)

Applicants must have:

- Excellent proven knowledge of English
- Professional competence and subject mastery.
- Very good communication skills
- Analytical skills and writing skills
- Experience in national and international projects financed by different donors will be considered as a priority.



Gender Alliance for Development Center
Qendra Aleanca Gjinore për Zhvillim

F. APPLICATION PROCESS

Interested candidates should submit a CV in English, a Cover Letter and 2 References to: gadc@gadc.org.al

Application deadline is: 25.09.2023

G. SELECTION OF THE EXPERTS

The selection of the expert shall be carried out in line with the combability of the application with the requirements stipulated in the Terms of Reference.