



CALL FOR EXPERT
IN THE FIELD OF STARTUPS AND ENTREPRENEURIAL SKILLS
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 target municipalities, who would benefit from the initiative and the efforts to bring about community cohesion and mutual understanding as well resilience.</p> <p>The overall objective of the programme is to change violent extremism 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 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 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. WORKSHOPS AND NEW INITIATIVES ON START – UPS AND ENTREPRENEURIAL SKILLS FOR RFTFS AND THEIR FAMILY MEMBERS

One of the project's output is to link the returning foreign terrorist fighters (RFTFs) and their family members to new initiatives on start-ups and entrepreneurial skills. To achieve this, the RFTFs would be facilitated by developing workshops as follows:

- Training RFTFs and their family members in entrepreneurial skills and how to start up a business **(16 training days)**
- Pre-incubation program for businesses and startups **(7 workshops in the targeted municipalities)**
- Incubation and post-incubation program **(8 workshops)**

A. SCOPE OF WORK AND METHODOLOGY

The scope of this project's outcome centers on empowering returning foreign terrorist fighters (RFTFs) and their family members with the skills and knowledge necessary to engage in entrepreneurial activities and start their own businesses. The project aims to facilitate a comprehensive series of workshops and initiatives designed to foster entrepreneurial mindset, business acumen, and successful venture creation. 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.

B. DELIVERABLES

1. Entrepreneurial Skills Training:

Duration: 16 Training Days

- Facilitation of a series of workshops spanning 16 training days, focusing on imparting essential entrepreneurial skills and knowledge to RFTFs and their family members.
- Covering key topics such as business ideation, market research, financial management, marketing strategies, and legal considerations for startups.

2. Pre-Incubation Program:

Duration: 7 Workshops

- Organization of a sequence of 7 workshops held in targeted municipalities (Tirana, Vlora, Elbasan, Librazhd, Bulqiza, Shkodra, Pogradec), with the aim of providing participants with a pre-incubation program.
- Workshops will guide participants through refining their business concepts, developing viable business models, and creating initial business plans.



3. Incubation and Post-Incubation Program:

Duration: 8 Workshops

- Deliver a series of 8 workshops that form an incubation and post-incubation program, supporting participants as they progress from business idea to actual implementation.
- Offer guidance on business development, product refinement, testing, market entry, and growth strategies.

C. DURATION AND TIMEFRAME

The expert will play an important role in orchestrating the comprehensive start – ups and entrepreneurial skills training 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.

D. REQUIRED SKILLS AND EXPERIENCE

To effectively lead the workshops and initiatives focused on start-ups and entrepreneurial skills 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 the Economy/Business situations in Albania, should be result-oriented, and demonstrate excellent communication, facilitation, and presentation skills.

Education: Bachelor's Degree in Business Administration, Economics, or a related field. A Master's Degree in a field related to entrepreneurship, innovation, or business administration is an advantage.

Working Experience: At least 3 years of experience related to entrepreneurial training or similar.

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.

E. 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

F. SELECTION OF THE EXPERTS

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