

VACANCY ANNOUNCEMENTS FOR NON-KEY EXPERTS

EU funded project “Technical Assistance for improving the enabling environment for Civil Society Organisations in the Republic of North Macedonia” Identification Number: EuropeAid/140131/DH/SER/MK

The EU funded project “Technical Assistance for improving the enabling environment for Civil Society Organisations in the Republic of North Macedonia” is looking for experienced experts for specific assignments supporting the implementation of the project. The project aims to support the Government in enhancing the enabling environment for civil society, and at the same time to provide support to small and grassroots' organisations in capacity building and developing their sustainable operational ability.

The project is implemented by a consortium led by Corporate & Public Management Consulting International (CPM) through two components: Component 1) Support the implementation of the main objectives from the Government Strategy for Cooperation with civil society (2018-2020) – Priority I, and Component 2) focusing on implementation of the in-kind direct support through Civil Resilience Mechanism (CRM) tailored to the needs of the civil society in the Republic of North Macedonia. The CRM program provides flexible, transparent, and accessible direct support to rights-based, public benefit work carried out by civil society organisations.

EXPERT PROFILES AND SELECTION CRITERIA

1) SENIOR NON-KEY EXPERTS – CIVIL RESILIENCE MECHANISM (CRM) ASSESSORS

Inputs: Up to 37 working days to be divided among several experts during the period between December 2022 – January 2023 (**several positions as part of pool of assessors**)

Qualifications and Skills:

- University degree in law, public administration, political sciences, social science, economics or any area with relevance to the assignment;
- Good computer skills (command of Microsoft Office);
- Excellent command of written and spoken English;
- Outstanding communication and interpersonal skills;
- Excellent writing and analytical skills.

General professional experience:

- At least seven (7) years of work experience in the fields such as civil society and/or human rights, and/or democracy, good governance and rule of law.

Specific professional experience:

- At least five (5) years of professional experience working with the civil society development, good governance, EU policies, rule of law and human rights, gender, advocacy and communication;
- Proven experience with rights-based approach (RBA);
- At least five (5) assessments of EU funded CfPs as Assessor;
- Experience in at least one (1) grant scheme evaluation supporting civil society organisations (CSOs);
- Experience of working with civil society in the Republic of North Macedonia;
- Experience in assessment of EU funded CfPs for North Macedonia is an asset;
- Experience related to monitoring actions implemented by the civil society, local authorities, youth groups, will be considered as an asset.

Responsibilities: The SNKEs will be part of the pool of assessors. As external assessors (independent experts) they will be responsible for a thorough eligibility, relevance, and technical check, and will ensure beside the assessment quality, also fairness and impartiality when recommending requests (applications) for CRM support.



2) SENIOR NON-KEY EXPERT ON LEGAL FRAMEWORK FOR ACCOUNTANCY AND ECONOMIC ACTIVITIES OF CSOs

Inputs: up to 40 working days from December 2022 – May 2023 (**one position**)

Qualifications and Skills:

- University degree in social science, public administration, political sciences, law, economics or any area with relevance to the assignment;
- Good computer skills (command of Microsoft Office);
- Excellent command of written and spoken English, knowledge of local languages is an asset;
- Excellent moderation, communication and interpersonal skills;
- Excellent writing and analytical skills.

General professional experience:

- At least seven (7) years of general professional work experience in the fields relevant to the assignment.

Specific professional experience:

- At least five (5) years of professional work experience in the area of finance and accountancy;
- Demonstrated experience in the specifics of accountancy for CSOs;
- Demonstrated experience in the area of the legal framework of economic activities of CSOs;
- Ability to analyse complex information from different sources and to synthesize and formulate conclusions.

Responsibilities: The SNKE on the legal framework for accountancy and economic activities of CSOs would be responsible for the analysis of legislation on accountancy for CSOs and for developing the proposal on the legal framework on the accountancy for CSOs based on EU best practice, analysis of the legal provisions in force that are enabling or limiting CSOs to engage in economic activities and preparation of the related analytical reports.

3) SENIOR NON-KEY EXPERT – CSO CAPACITY BUILDING / COORDINATION EXPERT

Inputs: Up to 60 working days between December 2022 and August 2023 (**one position**)

Qualifications and skills:

- University degree in law, public administration, political sciences, social science, economics or any area with relevance to the assignment;
- Good computer skills (command of Microsoft Office);
- Excellent command of written and spoken English, knowledge of the local language(s) is an asset;
- Outstanding communication and interpersonal skills;
- Excellent writing and analytical skills.

General professional experience:

- At least seven (7) years of work experience in the fields such as civil society and/or human rights, and/or democracy, good governance and rule of law.

Specific professional experience:

- At least five (5) years of experience in coordination of capacity building measures;
- At least three (3) years of experience in designing and conducting trainings for capacity strengthening of organisations;
- Demonstrated experience in working with civil society/ related to enhancing civil society functions and capacity building of CSOs.

Responsibilities: To provide support to the TA project team in the design and delivery of the capacity building programme, including but not limited to: prepare capacity building and training needs assessment; develop training (capacity building) programme; coordinate with the selected trainers in preparing training materials and organisation of the trainings; prepare report on all training and capacity building activities conducted.

4) SENIOR NON-KEY EXPERTS – CAPACITY BUILDING EXPERTS/ TRAINERS

Inputs: at least 5 trainings with up to 4 working days each from December 2022 – June 2023 (**several positions**)

Qualifications and skills:

- University degree in law, public administration, political sciences, social science, economics or any area with relevance to the assignment;
- Good computer skills (command of Microsoft Office);
- Excellent command of written and spoken English; knowledge of the local languages is an asset;
- Outstanding communication and interpersonal skills;
- Excellent writing and analytical skills.



General professional experience

- At least seven (7) years of work experience in the fields such as civil society and/or human rights, and/or democracy, good governance and rule of law.

Specific professional experience

- At least five (5) years of professional experience in the fields relevant to the training topic(s);
- At least three (3) years of experience in training delivery on specific topic(s);
- Demonstrated experience in working with civil society.

Responsibilities: To provide support to the TA project team, in the implementation of capacity building programme comprising of diverse specific training topics, including among others: The use of the rights-based approach in action design; Advocacy at local level, CSO's participation in policy making and monitoring the policy implementation; Sectoral networking and partnership building; Visibility and communication of CSOs' work; Cooperation between CSOs and the business community; Organisational and management aspects of the CSO work; CSO related finance and accountancy practices; other topics related to CSO enabling environment.

5) JUNIOR NON-KEY EXPERTS – CIVIL RESILIENCE MECHANISM (CRM) FOCAL POINTS

Inputs: up to 40 working days each expert from December 2022 – August 2023 (**several positions in different regions of North Macedonia**)

Qualifications and skills:

- University degree in law, public administration, political sciences, social science, economics or any area with relevance to the assignment;
- Good computer skills (command of Microsoft Office);
- Excellent command of written and spoken English, Macedonian and/or Albanian;
- Outstanding communication and interpersonal skills;
- Excellent writing and analytical skills.

General professional experience:

- At least three (3) years of work experience in the fields such as civil society and/or human rights, and/or democracy, good governance and rule of law

Specific professional experience:

- At least three (3) years of professional experience working with the civil society development, anti-discrimination, human rights, and good governance, gender;
- At least one (1) project experience related to monitoring actions implemented by the civil society, local authorities, youth groups, gender issues;
- Knowledge and experience in working with minority issues, gender, youth, environment, interethnic relations etc.
- Proven experience in project implementation phases with report drafting;
- Proven experience in project monitoring, developing monitoring matrix, collecting data, field work, analysing;
- Proven work experience with local municipalities, civil society organisations, local councils, business, media, donors' community is an asset;
- Excellent planning, organisational skills, writing Minutes of Meetings, reporting;
- Experience in grant management is an advantage.

Responsibilities: To provide support to the TA project team, mainly TL/KE2 and the CRM Coordinator in the day-to-day activities related to the implementation/monitoring of the CRM programme, provide the help-desk support to the CRM potential beneficiaries throughout the country in the request for support process, during the implementation phase of the approved actions and ensure proper monitoring of the actions' implementation under the guidance by the CRM Coordinator and supervision by the TL/KE2.

APPLICATION

Interested candidates that fulfil the above criteria, shall submit an EU format CV in English language to recruitment@cpmconsulting.eu and baraku@cpmconsulting.eu by **07 December 2022 at 16:00 CET**, indicating the **respective profile** in the subject.

Only short-listed candidates will be contacted by e-mail. Applications sent after the deadline will not be taken into consideration.

