

VACANCY ANNOUNCEMENT FOR SENIOR NON-KEY EXPERT

**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 a Senior Non-Key Expert (SNKE) for a specific assignment 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 the following components:

Component 1: Support the implementation of the main objectives from the Government Strategy for Cooperation with civil society (2018-2020) – Priority I

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.

Component 1A: Support the implementation of the main objectives from the Government Strategy for Cooperation with civil society (2022-2024)

Component 2A: Support the implementation of the main objectives of the Gender Action Plan III – Country Level Action Plan for North Macedonia in cooperation with civil society

EXPERT PROFILE AND SELECTION CRITERIA

1) **SENIOR NON-KEY EXPERT ON CAPACITY BUILDING AND HORIZONTAL STRATEGIC COORDINATION**
Inputs: Up to 60 working days between August 2025 and March 2026 (**one position**)

Qualifications and skills:

- University degree in the field of law, public administration, political sciences, social science, economics or any other field related to the project. In the absence of a University degree, equivalent professional experience of at least 5 years in addition to the requirement of at least 7 years of general professional experience
- Outstanding communication and interpersonal skills
- Excellent spoken and written English
- Excellent writing and analytical skills
- Computer literacy (command of Microsoft Office (Word, Excel, Power point, etc.) and the Internet)

General professional experience:

- Minimum seven (7) years of professional working experience in fields such as civil society and/or human rights, and/or democracy, good governance and rule of law

Specific professional experience:

- Minimum of five (5) years of experience in civil society, public administration reform or institutional development.
- Proven experience in conducting institutional capacity assessments and developing strategic recommendations for capacity building implementation.
- Proven experience in design, coordination, and delivery of capacity building programs and training sessions for institutional strengthening, particularly for civil society organisations and public institutions.
- Experience in coordinating multi-stakeholder capacity building initiatives, including working with ministries, general secretariats, or other central bodies in EU pre-accession and North Macedonia contexts.
- Familiarity with civil society environment in North Macedonia context.

Responsibilities: Provide inputs to capacity building measures, as well as strategic guidance on all project activities and deliverables across all components/ activities. This may include, but is not limited to:

- Conduct comprehensive capacity assessment of key stakeholders, including, but not limited to: General Secretariat of the Government Unit of Cooperation with CSOs, Ministry of Justice, Ministry for European Integration and Ministry of Finance
- Prepare capacity assessment report, with strategic recommendations for strengthening institutional capabilities



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- Design workshop methodology and learning materials, using adult learning methods and participatory techniques.
- Coordinate and deliver training workshops for key personnel in state institutions
- Provide ongoing guidance and support throughout training implementation
- Provide technical inputs to analysis reports and implementation guidelines in collaboration with topic specific experts
- Provide strategic guidance on project implementation and other activities as requested by the TL and EU Delegation.
- Contribution to delivery of educational sessions and workshops
- Collect feedback from participants through systematic evaluation processes
- Analyse learning outcomes and training results
- Prepare recommendations for program improvement based on participant input.
- Contribute to analytical deliverables, in close collaboration with the TL and other SNKEs
- Provide technical inputs analysis, and reporting activities as required.
- Contribute to organisation of public consultations on gender-related challenges and feedback rounds
- Provide inputs to analytical deliverables, in close collaboration with the TL and other SNKEs.
- Contribute to the delivery of the training programme and sessions in coordination with designated expert.

APPLICATION

Interested candidates that fulfil the above criteria, shall submit an EU format CV in English language to recruitment@cpmconsulting.eu and stefanovic@cpmconsulting.eu by **8 August 2025 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.



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