

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 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 PROFILES AND SELECTION CRITERIA

1) SENIOR NON-KEY EXPERT – GENDER EQUALITY LEGAL AND POLICY SPECIALIST

Inputs: Up to 60 working days between October 2025 and March 2026 (**one position**)

Qualifications and skills:

- University degree in the field of social sciences, social development, gender studies or equivalent. 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 of seven (7) years of professional experience in the field of social development, public policy or governance.

Specific professional experience:

- Minimum of five (5) years of professional experience related to gender analysis, gender mainstreaming, or the promotion of women's participation.
- Proven experience in conducting legal and institutional assessments and developing strategic policy recommendations.
- Proven experience in drafting or contributing to national gender equality strategies, action plans, or implementation frameworks
- Knowledge of the institutional and legal framework related to gender equality and gender mainstreaming in the Western Balkans region, particularly in EU accession context.
- Familiarity with the institutional governance and civil society environment in North Macedonia.

Responsibilities: The objective of this activity is to conduct a comprehensive analysis of North Macedonia's legal and institutional frameworks for gender equality, with a specific focus on alignment with EU standards and civil society engagement. This will be achieved by developing targeted recommendations for legal and institutional improvements, drafting a new five-year Country Level Implementation Plan, and creating gender-sensitive monitoring



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methodologies that ensure regular consultation and engagement of civil society in gender mainstreaming processes. Main tasks include:

Act. 2.1.1. Further enhancement of the legal and institutional framework for improvement of gender equality and prevention of gender-based discrimination

- Conduct a comprehensive analysis of gender mainstreaming across existing legal and regulatory frameworks relevant to the EU Gender Action Plan III (2021–2025) Country Level Implementation Plan (CLIP) for the Republic of North Macedonia, identifying gaps, inconsistencies, and areas for alignment.
- Review the implementation of the EU Gender Action Plan III (2021–2025) CLIP for the Republic of North Macedonia, with particular focus on progress and shortcomings related to the legal and institutional framework.
- Assess the effectiveness of national institutional mechanisms responsible for implementing and enforcing gender equality policies.
- Analyse how national legislation, institutional frameworks on gender equality and women's rights, and the supporting institutional mechanisms align with the EU Gender Equality Strategy
- Develop targeted recommendations to strengthen legal provisions and institutional mechanisms aimed at advancing gender equality and preventing gender-based discrimination.
- Organise public consultations/focus groups involving CSOs, gender equality advocates, institutional representatives, donor/international community, and affected groups.
- Support the drafting process of a new Country Level Implementation Plan (CLIP) for the Republic of North Macedonia for the upcoming five-year period, building on assessment findings and aligned with EU strategic priorities and national objectives.
- Present findings and recommendations through public consultations involving CSOs, gender equality advocates, institutional representatives, and affected groups.

Act. 2.1.2. Improvement of the monitoring mechanisms of the gender perspective

- Conduct a comprehensive assessment of the tools, indicators, and reporting practices currently used by institutions to monitor gender mainstreaming. This should include an evaluation of the adequacy and consistency of existing indicators, as well as the effectiveness and impact of current practices.
- Identify gaps and areas for improvement, focusing on the refinement of gender indicators, strengthening data collection mechanisms, enhancing gender-sensitive institutional reporting, and integrating civil society feedback into monitoring processes.
- Evaluate the alignment of existing monitoring mechanisms with EU best practices and assess institutional capacities for gender-responsive monitoring.
- Develop recommendations to improve institutional monitoring and evaluation (M&E) systems, with a particular focus on gender sensitivity.
- Design a comprehensive methodology for monitoring gender mainstreaming, ensuring it includes mechanisms for regular consultation and feedback from civil society organisations.
- Present the proposed methodology and recommendations through participatory workshops involving key institutional stakeholders and civil society actors.

The expert may also contribute, on an ad hoc basis, to Activity A.2.2 by supporting civil society organisations in engaging more effectively in structural dialogue with institutions and in decision-making processes related to gender equality, in line with the EU's Action Plan on Gender Equality. This may include boosting of CSO capacities for dialogue and cooperation (A.2.2.1), enhancing CSO actions in gender equality promotion (A. 2.2.2) and Facilitating exchange of good practices among CSOs (A. 2.2.3).

2) JUNIOR NON-KEY EXPERT - JUNIOR GENDER POLICY AND RESEARCH EXPERT

Inputs: Up to 30 working days between October 2025 and March 2026 (**one position**)

Qualifications and skills:

- University degree in the field of social sciences, social development, gender studies or equivalent. In the absence of a University degree, equivalent professional experience of at least 3 years in addition to the requirement of at least 3 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:

- At least 3 years of general professional work experience in the fields relevant to the assignment.



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Specific professional experience:

- Minimum of three (3) years of experience in supporting research, policy analysis, or programme implementation, preferably related to gender mainstreaming or institutional development frameworks.
- Familiarity with monitoring and evaluation (M&E) systems and tools, especially those with a gender perspective.
- Familiarity with the institutional governance and civil society context in North Macedonia.

Responsibilities: The purpose of the assignment is to support the Senior NKE - Gender Equality Legal and Policy Specialist in conducting a comprehensive analysis of North Macedonia's legal and institutional frameworks for gender equality, with a specific focus on alignment with EU standards and civil society engagement. Main tasks include:

Act. 2.1.1 Further enhancement of the legal and institutional framework for improvement of gender equality and prevention of gender-based discrimination

- Conduct desk research and compile a mapping of existing legal and policy frameworks relevant to gender equality in North Macedonia.
- Assist in collecting, reviewing, and summarising national reports, laws, strategies, and relevant secondary data.
- Contribute to drafting background sections of the analytical report under the guidance of the SNKE Gender Policy and Legal Specialist.
- Assist in the organisation and logistical preparation of public consultations, including stakeholder mapping, invitation drafting, and note-taking.
- Provide support in consolidating stakeholder feedback and preparing summary reports for validation meetings.
- Assist with formatting and compiling the draft Country Level Implementation Plan (CLIP) and related annexes.

Act. 2.1.2: Improvement of the monitoring mechanisms of the gender perspective

- Compile an overview of existing national and institutional gender monitoring tools, indicators, and methodologies.
- Assist in collecting and organising documentation related to monitoring practices of public institutions and CSOs.
- Support the SNKE Gender Policy and Legal Specialist in identifying good practices and gaps in current M&E systems through data analysis and synthesis.
- Help prepare, draft tables, visuals, or templates for the new gender-sensitive monitoring methodology.
- Assist in preparing materials for validation workshops and drafting short summaries of outcomes and feedback.

The expert may also contribute, on an ad hoc basis, to Activity A.2.2 by supporting civil society organisations in engaging more effectively in structural dialogue with institutions and in decision-making processes related to gender equality, in line with the EU's Action Plan on Gender Equality. This may include boosting of CSO capacities for dialogue and cooperation (A.2.2.1), enhancing CSO actions in gender equality promotion (A. 2.2.2) and Facilitating exchange of good practices among CSOs (A. 2.2.3).

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 **17 October 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.

