Terms of Reference

# Senior Non-Key Expert – Social Partnership Expert

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| **Project Overall Objective** |
| The overall objective of the project is to support the ongoing educational reform in bringing about the broad, long-term change in the political, social, economic and environmental global context which will stem from interventions as a response to the mismatch of labour supply and labour market needs.  The purpose of the project is:   * To improve the quality, relevance and accessibility of non-formal adult education in Serbia. |
| **Scope of Work and Outputs Requested** |
| Area of Expertise – The Social partnership Expert will support the EU funded project “Increased offer and diversification of accredited non-formal training courses and adult training providers” to effectively operate its core functions in the course of project implementation. The Expert will have hands-on experience in:   * Analyzing, monitoring, writing guidelines for establishing a partnership and training social partners for the implementation of guidelines.   Areas of Responsibility- The expert will work closely with Team Leader and Key Expert 2 and Key expert 3, other experts, Project staff and other project stakeholders to enable necessary upgrades of the social partnership and networks between partners.  The expert will work on improvement of the existing partnership networks at local level, producing guidelines and training of PROAE staff in implementing guidelines in the field of nonformal adult education  The project activities the expert will contribute:  4.1. Social partnership and PROAEA networking with social partners improved  4.1.1. Prepare a document with an analysis of social partnership for the implementation of adult education activities and recommendations for cooperation improvement of organizers of adult education activities, relevant competent institutions and other social partners;  4.1.2. Prepare guidelines for PROAEA networking with employers and other social partners;  4.1.3. Training of at least 80 persons for the implementation of guidelines for networking, social partnership development and promotion of adult education activity (80 organizers of adult education activity x 1 person).  Expected results/deliverables:   * 1 analysis of social partnership for the implementation of adult educational activities prepared; * 1 set of recommendation for cooperation improvement prepared; * 1 guideline for PROAE networking prepared; * Training for the implementation of guidelines for networking, partnership development and promotion delivered (at least 80 persons trained). |
| **Position Requirements** |
| Qualification & Skills   * University degree with minimum 4 years of studies (i.e. Bachelor’s degree) in relevant field – social sciences, natural sciences, political sciences, economics, management etc.; * Master degree will be considered as an advantage; * Excellent communication and reporting skills; * Fluency in written and spoken English and Serbian; * Adequate computer literacy.   General Professional Experience   * Minimum 10 years of general professional experience.   Specific Professional Experiences   * Minimum 5 years of specific experience in reforming or implanting social partnership; * Practical experience in training in the field of implementing guidelines; * Practical experience in implementing/improving networks in adult or dual education; * Work experience in national bodies dealing with the development and policy of education as a representative of social partners; * Experience with integration into the education system (youth/adults) employers' needs for knowledge and skills; * Experience in development and conducting of training programs for adults; * Experiences in writing guidelines; * Experience in working on EU and/or other donor funded projects will be considered as an advantage. |
| **General information** |
| ***Civil servants and other staff currently employed by public administrations of the beneficiary country are not eligible to apply as experts. Experts must be independent and free from conflicts of interest regarding the responsibilities defined by the Terms of Reference.***  *Indicative Time of Engagement:* October 2024 – May 2026  *Place of performance:* Belgrade, Republic of Serbia  *Type of engagement:* Short-term position  Cover letter and CV in the attached EU format only, both in English, must be submitted by e-mail to [**projects@kpmg.rs**](mailto:projects@kpmg.rs) no later than 22.10.2024, titled: “Application for the position – SNKE – Social partnership Expert”. Please note that only CVs provided in this form will be considered.  References must be available on request.  Only short-listed candidates will be contacted. |