



TOR TECHNICAL ASSISTANCE TO ROMA AND EGYPTIAN LEADERS

Project number	Grant Contract No. 2017/394-892
Project title	Empowering CSOs for Roma Integration – ECSORI Supported by the EU Delegation in Tirana
Title of this assignment	Provide 10 days of technical assistance to Roma and Egyptian leaders on mentoring for counseling and problem solving
Expected start date	10 May 2019
Expected end date	30 June 2019
Contact person	Rasim Gjoka, APCR

BACKGROUND INFORMATION

1. GENERAL

AFCR is a non-governmental, nonprofit, non-religious, non-political organization, open for cooperation with other foundations and organizations to contribute to democratization of the Albanian society. AFCR's main areas of intervention are: lobbying and advocacy for establishing legal framework for mediation in Albania; establishing mediation networks in the main cities and ensuring continuous training for mediators; awareness raising and capacity building in the area of mediation, negotiation, facilitation, reconciliation, restorative justice, peer mediation in schools tailored to the needs of state institutions, civil society actors, local government and schools; provision of the mediation service in civil, family and criminal disputes.

With funding from the European Union, the Albanian National Training and Technical Assistance Resource (ANTTARC) is implementing, in partnership with AMARO-DROM and the Albanian Foundation for Conflict Resolution, the "Empowering CSOs for Roma Integration" project. The project is being implemented in the framework of the "Civil Society Facility/ Civic Initiative and Capacity Building".

2. SPECIFIC BACKGROUND OF THE PROJECT

The overall project objective is "to proper implementation of human rights and fundamental freedom of Roma and Egyptian communities through advocating for good governance and accountability by the responsible public institutions". The specific objective is "to support Roma and Egyptian CSOs' capacities to advocate for good governance and accountability on the rights of Roma and Egyptians".

The expected results are:

1. Roma and Egyptian CSOs have increased the capacities on community participation, community mediation, and provision of legal services for Roma community to meaningfully contribute for the integration of Roma and Egyptians.
2. Roma and Egyptian CSOs have increased their capacities to network and advocate and monitor the implementation of policies and action plan for integration of Roma and Egyptians.
3. Roma and Egyptian CSOs have the possibilities and the capacities to develop and implement initiatives for integration of Roma and Egyptians through small grants.

The action will target the following groups:

1. 30 Roma and Egyptian CSOs (13 Roma and 17 Egyptian CSOs). They will benefit from the capacity building program as well as the financial support/sub-granting scheme.
2. Roma-serving CSOs are also the target group of the action. They will benefit from both capacity development and sub-granting scheme.
3. Roma and Egyptian community leaders constitute another main target group.
4. Representatives of local government and other local institutions in municipalities where Roma and Egyptian communities live constitute another target group.

Final beneficiaries include:

1. Roma and Egyptian community members who will benefit from the legal assistance, counseling, and mediation, particularly women and youth.

2. Roma and Egyptian community members whose situation relating to human rights and fundamental freedoms will be improved. Despite the measures taken to improve the situation of Roma and Egyptian communities and implementation of their rights, still they remain one of most marginalized groups in the Albanian society.
3. Ministry of Health and Social Protection and Ministry of Justice, which are responsible for the implementation of activities of the Action Plan for Roma Integration. The action will contribute to the implementation of this Plan.

ASSIGNMENT DETAILS

3. OBJECTIVE OF THE ASSIGNMENT

The goal of the technical assistance & coaching is to provide support to Roma and Egyptian leaders in mentoring on counseling and problem solving.

4. EXPECTED RESULTS AND DELIVERABLES

Result(s):

- ✓ Improved performance of the Roma and Egyptian mentors in providing mentoring;
- ✓ Increased number of cases of mentoring by Roma and Egyptian leaders in their communities.

Deliverable(s):

Report on the technical assistance provided, including methodology used, techniques of assistance (mentoring support, facilitation), challenges, and recommendations for the future mentoring and problem solving activities and assistance to Roma and Egyptian CSOs.

5. ACTIVITIES

Provide 10 days of technical assistance to Roma and Egyptian leaders - mentoring on counseling and problem solving

The expert is expected to provide technical assistance to Roma and Egyptian leaders that will focus on areas that the mentors find most challenging. It will be used to support the development and spread of best practice among mentors.

The technical assistance will be provided based on the needs of the mentors and the cases they will manage.

The expert will coordinate with AFCR to coordinate the action plan.

Description of the activity	Place	Date	N° of working days
Provide 10 days of technical assistance for Roma and Egyptian leaders - mentoring on counseling and problem solving	Tbd after the selection of 4-5 Roma and Egyptian CSOs	Between 10 May – 30 June 2019	10

6. LEVEL OF EFFORT

Total level of effort is 10 (ten) working days.

7. PROFILE OF THE ORGANIZATION/EXPERTS

Organizations/consultants that are interested to apply for this assignment and consultants they include in their proposal should meet the following requirements.

Applicant (s) should:

- ✓ Have proven experience and expertise in mentoring approach for problem solving;
- ✓ Degree in law, social sciences, management, and/or development studies;
- ✓ Good knowledge of English, including report writing and communication skills;
- ✓ Ability to work with minimal supervision and under pressure;
- ✓ Very good planning and time management skills.

Organization's profile (in case the organization applies) and experts' CVs should be attached to the proposal.

8. BUDGET & PAYMENTS

Interested organizations or individuals should present their proposal regarding the assistance that will be provided.

Payments will be made upon submission of deliverable and based on the financial contract.

9. REPORTING BETWEEN CONTRACTOR AND AF CR

The contractor will ensure the provision of **the Deliverable(s)** as described under point 4 above. The contractor will ensure that regular communication is kept with ECSORI/ AF CR, as necessary to ensure clarity on the progress of the assignment and that the following reports are provided to ECSORI/AF CR within the deadlines stated. Assignment report should be submitted within 10 days from the completion of the technical assistance

10. SUBMITTING THE APPLICATION

Please submit:

- Expression of Interest;
- Methodology;
- Expert CV (and organizational profile in case of organizations).

Selection of the individual will be based on:

- How well the application meets the requirements set out in the Terms of Reference.
- Relevant experience.

Deadline of submitting applications: 30 April 2019

Applicants may submit their application via email and/or in hard copy to the following address:

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