

MENTORS FOR MACEDONIAN CSOs AND CSO ALLIANCES THAT ARE SUPPORTED BY USAID CIVIC ENGAGEMENT PROJECT

Call for Expression of Interest

September 29, 2017

The USAID's Civic Engagement Project in Macedonia (CEP) aims to strengthen the constructive engagement by civil society organizations (CSOs) on policies and issues of public concern, and increase and sustain youth involvement in public life in Macedonia. CEP is implemented by East West Management Institute, Inc. (EWMI), in partnership with four local CSOs: Foundation for Internet and Society "Metamorphosis" (Metamorphosis), the Association for Democratic Initiatives (ADI), the Foundation Open Society Macedonia (FOSM), and National Youth Council of Macedonia (NYCM).

The overall goal of the Civic Engagement Project is to enhance CSOs and youth's capacity to advance public policies, improve public services, promote good governance and contribute to improving the standard of living of people in Macedonia. At the close of CEP, CEP-supported CSOs and CSO alliances will possess the knowledge, mechanisms, and resources to generate civic activism and lead public debate and action, and constructively engage government counterparts and institutions on transparent and accountable governance issues at all levels of decision-making. CEP will also create and support a cadre of youth leaders and youth-focused organizations that will develop the skills to connect with relevant government stakeholders and participate in public policy discussions. To achieve its objectives, CEP implements activities under four components.

COMPONENT 1: Strengthen Civil Society Organization Alliances: through its Partnership Grants Program, CEP will support CSO alliances that focus on priority issues of concerns to citizens in Macedonia including good governance, public services improvement, rule of law, anti-corruption, human rights, economic growth, business enabling environment, and monitoring and oversight of institutions. CEP will support the selected CSO alliances to: (i) implement joint actions, campaigns, and programs in line with CSO alliance's Strategic Plan; (ii) develop and provide alliance coordinating and membership services; (iii) implement CSO alliances' capacity development plans, and (iv) contribute to regional and international events, such as presentation of CSO shadow reports to UN bodies. CEP will provide tailored, multi-faceted capacity development assistance to the CSO alliance grantees.

COMPONENT 2: Strengthen CSOs: Through flexible and tailored grants and capacity development assistance, imbued with innovative approaches, CEP will assist strong CSOs to: (i) expand and strengthen their constituencies, be it citizens, interest groups, or communities, and engage them in actions to advance reforms that address citizens' primary

concerns; (ii) strengthen their management practices to become sustainable, manage their resources efficiently, and benefit from innovations;

(iii) cooperate widely and meaningfully with the media, private sector, the academia, and public institutions; and (iv) draw increased knowledge and capacity, as well as widened support for their initiatives by networking with regional, European, and international networks. CEP will also provide assistance to all grantees in developing social marketing skills and cultivating individual and corporate domestic donors.

COMPONENT 3: Strengthen Youth Engagement: The Project will organize annual yearlong LEAD (Linking, Engagement, Advocacy, Development) program that will equip highly-motivated young people with skills that enable them to work within their communities and link them regionally thereby building a powerful network of future, community, business, and political leaders.

COMPONENT 4: Strengthen Youth Activism: Through grants and capacity development assistance, the Project will support youth CSOs and non-registered youth groups throughout Macedonia to provide opportunities for young men and women to participate in public life and decision-making processes that affect their lives, their communities, and Macedonian society.

CEP will provide mentorship assistance to the CSOs and CSO alliances grantees supported within the first and second component of the program. EWMI's implementing partner FOSM will be responsible for coordinating the capacity development assistance (CDA) to the CSOs and CSO alliances. To that effect, CEP is soliciting the expression of interest by Macedonian experienced specialists, university lecturers, as well as CSO, media and business leaders and experts that are interested in providing technical assistance and serve as mentors to selected CSOs and CSO alliances supported by CEP. Mentors should have an extensive experience and expertise in working with CSOs in the fields relevant to designing, implementing and evaluation CSOs organizational capacity building, networks, and advocacy. Mentors are encouraged to have a 'team approach' to mentoring and to cultivate relationships built on foundations of mutual respect. While mentoring can focus on general subjects, it can also aim to hone specific, practical skills required for CSOs and CSO alliances' particular projects supported within CEP grant scheme. Specifically, mentoring can offer capacity development opportunities in building:

1. Advocacy capacity:

- Advocacy strategy and plan
- Follow up advocacy actions
- Inclusion of different stakeholders, constituencies and citizens
- Advocacy impact assessment
- Using IT tools in advocacy efforts
- Gender mainstreaming

2. Organization capacity:

- Monitoring and Evaluation on strategic level
- CSO governance and management
- Service provision of CSOs
- Human resource management
- Financial management
- Fundraising
- Volunteer recruitment and management
- Communication strategies
- Public relation and promotion

- The mentors should have five years' experience in specific areas listed above;
- Ability and experience in transferring skills and knowledge to individuals and organizations;
- Professional integrity and well-respected in their professional community;
- Availability to get engaged **on a part-time basis** as a consultant to CEP-supported CSOs;
- Overall experience in planning, developing, and implementing advocacy initiatives;

For more information on the potential engagement of the interested mentors with CEP-supported CSOs and CSO alliances, please, see Terms of Reference attached.

CEP invites all interested Macedonian experts to submit their **CV** (up to three pages) listing their fields of expertise (i.e., types of consulting they could provide), a **Letter of Expression of Interest** (up to one page), and names and contact addresses of three professional references. The documents should be submitted (in English) as soon as possible, but **not later than October 16, 2017** to cep@fosm.mk.

For questions, please, write to Maja Smilevska at maja.smilevska@fosm.mk. For more information about the CEP, see Facebook page: https://www.facebook.com/CEPMacedonia/?ref=br_rs