

## Search for experts

### Special Initiative decent work for a just transition in Morocco

Marseille, August 21<sup>th</sup>, 2023

## Organisation

ANIMA is an international network that works towards economic integration and convergence between Europe, Middle East and Africa.

ANIMA develops initiatives with the objective of making its partner countries more attractive to business and investment, improving the performance of policies and institutions, and promoting companies that create value for society.

ANIMA network brings together 70 member organisations in 20 countries and more than 400 experts and partners coordinated by a team of 17 people based in France and Morocco.

## Background

Morocco still suffers from insufficient job creation and, as a result, a lack of opportunities for decent employment, which affects particularly youth and women. Unemployment in 2021 stood at 11.47%. With the end of the pandemic, the country is currently experiencing a significant upward trend. Foreign Direct Investment in Morocco has increased again by 45% in 2022, with various sectors recovering. There are many examples of the diverse growth opportunities that currently present itself in the country.

In this context, particular attention is paid to job creation in various sectors. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), in cooperation with the Ministry of Industry and Trade (MIC), aims to promote the creation of decent jobs in various sectors ranging from services, agriculture to industrial sectors – so it is essentially a sector-open programme. The goals are mainly achieved through implementing:

- Qualification measures thus creating opportunities for employment (action led by another project)
- Technical and partially financial support to companies for employment (action for which we publish the person search): the objective is to deliver support that unlocks more immediate growth and employment potential. Consequently, the primary objective of the project is to deliver direct customized support to companies on a demand-oriented basis.

ANIMA will submit a technical proposal to GIZ to provide the required skills and is looking for several experts.

## Team Leader with international experience (150 Days)

### Qualification and skills

- Postgraduate University degree (Master or similar) in the field of economics or law or management or engineering.
- Effective operational proficiency of English (C2) and French (C2).

### General work experience

- 7 years of professional experience in private sector business consulting with a focus on business growth.

### Specific work experience

- Leadership/management experience: 2 previous projects as a team leader or pool manager in setting up a larger structure for corporate support services), including the subsequent delivery management.
- Regional experience: 3 years of work experience in the MENA region incl. 1 year in a francophone country of the region
- Development cooperation (DC) experience: 2 years of experience working on DC projects.

## Expert 2: Business Consulting Expert with national experience (200 Days)

### Qualification and skills

- Postgraduate degree (Master or equivalent) in field of either economics or law or management/ business administration or engineering.
- Effective operational proficiency of English (C1) and French (C2).

### General work experience

- 5 years of professional experience in private sector business consulting with a focus on business growth.

### Specific work experience

- 2 years of demonstrated experience in private sector business consulting with a focus on environmental sustainability and /or gender in the business environment.
- Leadership/management experience: 4 years of management/leadership experience as project team leader or manager in a company.
- Regional experience: 3 years of experience working in Morocco

## **Expert 3: Expert on Greening the Privat Sector with national experience (200 Days)**

### **Qualification and skills**

- Postgraduate degree (Master or equivalent) in field of either economics or law or management/ business administration or engineering.
- Effective operational proficiency of English (C1) and French (C2).

### **General work experience**

- 5 years of professional experience in advisory services on organizational development or change management, and technical advisory in the context of private sector development from a business consulting perspective.

### **Specific work experience**

- 5 years of experience in advising private sector in environmental/ energy management and environmental certification processes.
- Leadership/management experience: 4 years of management/leadership experience as project team leader or manager in a company.
- Regional experience: 3 years of experience working in Morocco

## **Expert 4: Expert on Company Digitalization with national experience (50 Days)**

### **Qualification and skills**

- Postgraduate degree (German 'Diplom'/Master) in field of economics or law or management/ business administration or engineering or IT.
- Effective operational proficiency of English (C1) and French (C2).

### **General work experience**

- 5 years of professional experience advisory services on IT implementation related change management, and IT technical advisory in the context of private sector development from a business consulting perspective.

### **Specific work experience**

- 5 years of experience in planning and implementing full Enterprise Resource Planning Software solutions or functionally specific ICT solutions in businesses (e.g., IT Systems for HR, Finance, Accounting, Procurement, Quality Management)
- Leadership/management experience: 4 years of management/leadership experience as project team leaders or managers in a company.
- Regional experience: 3 years of experience working in Morocco

### **Soft skills of team members**

In addition to their specialist qualifications, all team members should also have the following qualifications:

- Team skills
- Initiative
- Communication skills
- Social and intercultural skills
- Efficient partner- and client-focused working methods
- Interdisciplinary thinking

## Duration and geographical coverage

The project will run for 24 months, starting in September 2023, with expert involvement over this period as follows:

- Team Leader: 150 Man / Days of which 75 in Morocco
- Expert 2 Business Consulting Expert with national experience: 200 Man/ Days
- Expert 3 Expert on Greening the Privat Sector with national experience: 200 Man / Days
- Expert 4 Expert on Company Digitalization with national experience 50 Man / Days

All experts must be independent and free of conflicts of interest in the responsibilities they take on.

## Status

Type of contract service: provider.

Expert as subcontractors must be able to contract and invoice as a legally registered structure with the competent authorities in their country.

## Application

Candidates with professional expertise corresponding to the exact criteria presented above can send their CV (EuropAid format) and fee by email to [expertise@anima.coop](mailto:expertise@anima.coop) (subject "Corresponding expert profile title") by 2023, August 31<sup>st</sup>.

Only shortlisted candidates will be contacted. In the absence of any response from us, we wish you a good career path, and hope that further opportunities for collaboration will arise.

## RGPD

Your personal data will be kept for no longer than is necessary for the purposes for which it was collected, depending on the contract for which you are or will be commissioned; in this case, the deletion period will be indexed to that of the customer's or donor's contract. In all cases, your data will be kept for at least 4 years from the date of your first contact with us.

You may access, rectify or request the deletion of your personal data, or exercise your right to limit the processing of your data. If necessary, you can contact the Association at the following address: 13 rue Francis Davso - 13001 Marseille, by telephone on 0496116760 or by e-mail at [rgpd@anima.coop](mailto:rgpd@anima.coop).