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**Maldives: Enhancing Employability and Resilience of Youth Project (MEERY; P163818)**

**Ministry of Higher Education, Republic of Maldives**

**Terms of Reference for Website Developer**

**MV-MOHE-140983-CS-INDV**

**BACKGROUND**

Several aspects of the Maldives’ recent development pattern highlight imbalances between labor demand and supply. Public sector jobs are predominantly in the civil service with the rapid expansion of cadres in the 1990s and 2000s. However, with the increasing standard of living over time, the labor market has become more challenging for Maldivians in general. Increasing educational attainment among the younger generation and expectations have coincided/collided with the rapid growth in low-skill service jobs associated with tourism and construction, leading to a mismatch in skills supply and demand. Despite the high levels of growth and labor market conditions in public investments, tourism, fisheries and non-tradable tourism related activities, important challenges remain for young Maldivians. These relate to (i) the need for greater inclusion and productive employment for youth, especially for those who cannot rely on public sector jobs (because of a sharp reduction of public sector employment) or who are from the most vulnerable segments of the population; and (ii) an increasing reliance on foreign labor in important sectors such as tourism and construction services and limited opportunities for women.

The Government of Maldives (GoM) is implementing the “Maldives: Enhancing Employability and Resilience of Youth (MEERY)” Project. The project is funded by the World Bank. The objective of the project is to improve the relevance of technical and vocational skills and foster entrepreneurship to promote youth employment in priority sectors. The project is being administered by the Ministry of Higher Education (MoHE), with a Project Steering Committee that will be co-chaired by the MoHE and the Ministry of Economic Development. The project comprises three components and a Contingent Emergency Component. The three primary components are:

**Component 1**: **Fostering skills development and entrepreneurship in priority sectors (Tourism & Construction and ICT related Services Sectors through four sub-components:**

*1.1: Labor-market assessment and analysis for demand driven skills identification*

*1.2: Revision of Skills Development (TVET and Entrepreneurship) Curriculum*

*1.3: Face-to-Face Skills Delivery.*

*1.4: Support for Entrepreneurship Development.*

**Component 2:** **Promoting entrepreneurship and employment through skills Development and *e*Learning Strategy through three sub-components:**

*2.1: Strategy Development, Strengthening and Diversifying skills development programs.*

*2.2: IT infrastructure for skills development and jobs platform.*

*2.3: Career hubs for education-industry linkages.*

**Component 3**: Project Coordination, Monitoring and Evaluation

The Project Management unit (PMU) of the MOHE, who will be in charge of implementing the project, is looking for a qualified consultant to carry out this assignment.

1. **SCOPE OF SERVICES**

Scope of services under the contract includes but not limited to:

In consultation with the PMU team, design and develop a MEERY Project Website that is fixed (desktop and laptop) and mobile friendly to disseminate sufficient detailed information on the MEERY Project, its components and parts, beneficiaries and progress and monitoring information of the project. The website should include:

* A Home Page: slideshow, banners, images, Current Events and Updates (Including the important messages requested by the two-line Ministries and the World Bank.)
* About: Introduction and background of all project components and their objectives and expected outcome/input with a progress bar/chart.
  + Project component progress & updates
  + Entrepreneur component live update (linked to user portal level 3)
  + Gallery with all project related photos & Videos.
* Newsroom: This should include News, Downloads, Advertisements, Video’s playable
* Downloads: Reports, Publications
* FAQs: Frequency Asked Questions
* Contact Us: Messaging portal regarding grievance, which the sent message is linked to the PMU email. And contact Information of the Project Management Unit, Google Map Location.
* User Portal:
  + Level 1: Registration, verification, application submission (online form), upload document
  + Level 2: Proposal submission, Document upload, inquiries/feedback and status of application.
  + Level 3: grant disbursement progress, Gantt chart of project, form submission, document upload, personal gallery. Website must be mobile friendly
* **Link to the MEERY Project Grievance Redress System (GRS)**
* **Link to the MEERY Project monitoring and evaluation (M&E) system**
* **Webpage to facilitate the preparation and uploading of blogs, vlogs, and advertisements by youth and young entrepreneurs**
* **Enhancements over time as needed, and**
* **User frequency statistics preparation**

1. **REQUIRED QUALIFICATION AND EXPERIENCE**

* Bachelor’s Degree in software engineering/ web development and other relevant fields.
* Proven 3-5 years of work experience in website development
* Proven ability to deliver high quality websites according to specified technical requirements and under tight schedules

1. **Duration of services and terms of payment**

* This is a National consultancy and the consultant would be based in any place agreed by both parties in writing. The consultant is required to report to Project Management Unit. The consultancy is for a period of 03 months and should provide maintenance support for the duration of the MEERY project.
* The payment of the consultancy would not be made as a lump sum figure or on a daily basis; it will be based on the deliverables. Accordingly, payments would be made upon completion of the outputs as stated below:
  + Output 1: Upon submission and acceptance of prototype and design of website- 20% of the contract value
  + Output 2: Upon submission and acceptance of fully tested website- 50% of the contract value
  + Output 3: Upon submission and acceptance of configuration documentation and guidelines, and handover of admin right to Project Management Unit- 30% of the contract value