



# **MALDIVES: ENHANCING EMPLOYABILITY AND RESILIENCE OF YOUTH PROJECT (MEERY: P163818)**

Ministry of Higher Education  
Republic of Maldives

## **Consultancy for Business Pitch Competition Management Firm (Local) in Maldives**

(Procurement Ref: MV-MOHE-184332-CS-CQS)

### **TERMS OF REFERENCE AND SCOPE OF SERVICES**

#### **1. 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 is 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 eLearning 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**

### **2. Objective of the Assignment**

The MEERY project seeks to engage a qualified, experienced and competitively selected firm to administer a Business Center Corporation (BCC) led Business Pitch Competition (BPC) targeting potential entrepreneurs, in accordance with the guidelines set out in the Operations Manual.

### **3. Scope of Work**

The Firm will administer the BPC. It has been decided that the theme of this initial competition will be “progressive technologies” and will primarily focus on the fields of information and communications technology, data science and artificial intelligence, engineering and other general innovations in the field of STEM. The selected firm and the composition of members proposed are hence expected to have respectable understanding of said fields.

Respecting the current context and required precautionary considerations all work must be conducted as recommended by health officials and with concern being given to physical distancing. All activities are intended to be conducted virtually and hence, the firm must be willing to engage with applicants, the MEERY PMU and BCC online as required.

On the rare occasion that the selected firm is asked to attend meetings in person, they must be willing to comply.

- 3.1 The selected firm will administer the BPC in compliance with the Operations Manual developed by BCC
- 3.2 The firm shall also be required to assist in the promotion of the competition
- 3.3 In conjunction with the Business Center Corporation, coordinate the establishment of an online application procedure through applications will be submitted
- 3.4 Assist BCC to document and verify all documents submitted for the competition
- 3.5 Conduct orientation and business development boot camp for the applicants
  - 3.5.1 This shall include the development of content
  - 3.5.2 Delivery of content
  - 3.5.3 Attending to all training needs of the applicant
- 3.6 Conduct a prescreening of applicants with BCC in accordance with the guidelines set in the Operations Manual
- 3.7 Conduct the shortlisting of applications to the BPC in accordance with the guidelines set in the Operations Manual
- 3.8 Other duties and responsibilities related to BPC as may be assigned by BCC.

#### 4. Timeline

The duration of this assignment shall be **6 months**.

It is expected of this party to provide sustained commitment to the project within this duration. They shall also be required to submit daily work progress updates to the assigned focal point at the implementing agency.

#### 5. Reporting

The Firm will report and present the key contents to BCC. The firm will be required to work in their own place of operations.

#### 6. Qualifications/Required Profile of the firm

The Assignment requires a high degree of technical knowledge and understanding, as well as the ability to interact with partners, including senior level officials at the MoED, BCC, the World Bank, and the private sector at large.

Applications are expected from suitably qualified firm satisfying the following requirement below:

- 6.1 The firm must have a minimum of five years of cumulative experience in business development (as a public sector consultant) or;
- 6.2 Must have undertaken 5 projects in the Maldives involving the development of MSMEs and must have been operational for 5 years
- 6.3 The firm must demonstrate successful experience working on micro and small enterprise development, technical assistance delivery for business development services, and participatory development. Computer proficiency is required.
- 6.4 Experience working with both the public and private sector in related projects.

#### 7. Key Staff:

Application from the suitable qualified firm must include the minimum of two key staff meeting the following requirement:

S/ N	Key Personnel	Required No.	Minimum Qualification	Experience
1.	Team Leader:	1	Bachelor's Degree and/or Master's Degree in;	Must meet the following requirements:  - 5 years general experience working with MSMEs - Familiarity with donor grant management is an advantage

			Economics, Finance, Commerce or a related field	
2.	Financial Management Expert	1	Bachelor's Degree and/or Master's Degree in; Finance, Accounting or a related field	Must meet the following requirements: -5 years general experience in the field of finance - Familiarity with donor grant management is an advantage

7.1 The staff of the firm should include those with project development, economic and business analysis, and/or grants portfolio management experience; relevant degrees; and good oral and written communication skills.

**8. Duty of Care**

- 8.1 The Firm will be responsible for the safety and well-being of their personnel and Third Parties affected by their activities during this assignment, including appropriate security arrangements. They will also be responsible for the provision of suitable security arrangements for their domestic and business property.
- 8.2 The MEERY Project will share available information with awardees on security status and developments in Maldives where appropriate.
- 8.3 The Firm will be responsible for ensuring appropriate safety and security briefings for all their personnel working under the MEERY Project and ensuring that their expatriate personnel are registered.

**11. Confidentiality, Ethics and Conflict of Interest:**

The selected Consultant undertakes to comply with the World Bank's rules with regard to corrupt and fraudulent practices, conflict of interest and confidentiality. The Consultant shall maintain confidentially on all sensitive information obtained during the assignment and shall not publish wholly or in part the findings or such information, without prior written consent by the Client. Any draft documents produced by the consultant will be discussed and cleared with the Client before their final issue.