



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

Ministry of Higher Education
Republic of Maldives

TERMS OF REFERENCE AND SCOPE OF SERVICES

For

International Consultant – Project Technical Advisor

(Procurement Reference: MV-MOHE-210151-CS-INDV)

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 (MED).

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

The MEERY project seeks to engage a qualified and experienced project technical advisor to support quality project implementation, especially with regards to component 1.4-Support for Entrepreneurship development.

2. Objective of the Assignment

The objective of this assignment is to provide technical support to Project Management Unit (PMU) and other project agencies in the area of Entrepreneurship activities, business development services, Business Pitch Competition (BPC) and ensure the smooth coordination and implementation of the BPC and the Incubation Center.

3. Scope of Assignment

The tasks of the Consultant will include, but not limited to, providing direct support and professional advice to PMU and other related agencies on substantive matters to ensure the successful Project implementation. Specifically, the Consultant will:

- Assess and ensure that the implementation of Sub-component 1.4 is complete and in line with the Outputs and outcomes expected in the PAD and the Financing Agreement.
- Coordinate, advise and support the PMU in the management and implementation of entrepreneurship activities, management of consultants and experts including their selection, work program management and deliverables.
- Provide regular feedback to the PMU on the progress of capacity building of BDS providers, entrepreneurship and personal skills trainings for youth and especially the BPC (in compliance with Grants Manual) and the Incubation Center activities.
- Provide technical support to PMU during meetings with stakeholders, (public, private and consultants in charge of entrepreneurship activities) as well as represent PMU for the BPC and Incubation Center activities when needed.
- Support networking and promotion of project activities among relevant stakeholders including World Bank, Government agencies, MSMEs, TVET and others.
- Provide on the job training to PMU members and staffs on project implementation activities.

- Assist in review and consolidation of progress reports and M&E reports related to entrepreneurship activities to feed into quarterly, semi-annual reports and others reports required by the World Bank and government agencies.
- Assist in the preparation of annual reports and mid-term report as required by the PMU for the World Bank and government.
- Any other project relevant activities as per the needs of the subcomponent.

4. Reporting and Deliverables

The Consultant will work under PMU reporting to Project Manager and work in close coordination with other project implementation agencies including the MoHE, MED, World Bank, and others. Specific deliverables include the following.

- Timely advice and solutions to overcome entrepreneurship activities management difficulties, as they are identified, implemented, and results monitored, especially with regards to BPC.
- Monthly briefs, quarterly/semi-annual progress and annual reports on subcomponent 1.4 and any other reports produced by consultants recruited for the sub-component are reviewed for quality control as required by the PMU and World Bank.
- Overall and annual work-plans, budgets and reports for Subcomponent 1.4.
- Ad hoc reports and documents as per the needs of the project.
- Other reports as assigned by Project Manager.

5. Experience and qualification requirement

The International Consultant will have the following qualifications.

- Holding at least Master's degree in Economics, Finance, Business Administration, or related fields.
- Good knowledge of and at least 10 years of professional experience including at least 5 years of relevant working experience in consulting services for businesses, or entrepreneurial and management activities in a private firm;
- Prior experience with SMEs or youth entrepreneurs in a public or private capacity is a must.
- Experience in skills and entrepreneurship development is a must.
- Experience with South Asia region is a strong plus.

Other Required Competencies

- Abilities to communicate, negotiate, analyze, elaborate and present reports and statements
- Ability to develop and maintain effective interaction and partners with domestic and international stakeholders.
- Good knowledge and experience of procurement procedures and financial management, especially those required by the World Bank is an advantage.

- Ability to produce high-quality work within strict timelines.
- Excellent communication and interpersonal skills including solid proficiency in English speaking/writing and computer skills.

6. Institutional Arrangements, Reporting and Supervision

The consultant will work under the guidance and direction of Ministry of Higher Education (MoHE) and the progress of the work carried out shall be reported to PMU/MoHE. If the consultant is international, he/she should be available to work in the Maldives. The consultant will work in at his/her own place and will be required to take part in all the relevant meetings.

7. Duration of the assignment

The assignment will be on a part time basis, requiring about 260 working days per year (5 days per week). Time required may be adjusted subject to project requirements. Consultant will work in Maldives as well as from home as needed by PMU. The contract duration will be 1 year with the possibility of extension subject to the agreement between Consultant and PMU and approval by the World Bank. The consultant will work closely with PMU staff providing mentorship and guidance.

8. Remuneration

- Consultancy fee (rate for daily input) will be negotiated with the successful applicant.
- Payment will be made on a monthly basis as outlined in the contract and upon receipt of monthly reports and invoice for the input provided during that month.

9. 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 confidentiality 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.