

# General terms and conditions of the competition

## Scaling Readiness Program

### Future Forward 2023

Future Forward is a game-changing initiative of Reach for Change and Social Impact Award co-funded by the European Commission that's set to light up Central and Eastern Europe with innovation, passion, and impact!

**The Scaling Readiness Program** implemented under this initiative will capacity develop **10 social entrepreneurs** working across Central and Eastern Europe countries to scale their innovations focused on ensuring a more **just and sustainable twin transition** (green/digital) with special focus on empowering youth in these processes.

## 1. The purpose of the competition

Future Forward Scaling Readiness Program is set up with the following goals:

- Raise awareness in general about how local entrepreneurship is key to creating a brighter and more promising future in Central and Eastern Europe
- Inspire young people to become social entrepreneurs and changemakers by showing them that there is the support they might need on this journey
- Engage potential and existing impact leaders with green and digital solutions to apply to the Future Forward Initiative.

## 2. Conditions for participation in the competition

### 2.1. Legal form

Organizations that apply must be led by a social entrepreneur, and will be considered through a variety of legal forms: from non-profits to profitable businesses.

### 2.2. Thematic focus

Organizations who apply have an implemented solution that can contribute to meeting the needs of youth in the context of green and digital transition and want to scale their impact, or they have been working in the area of twin transition, can demonstrate positive results from their work, and want to adapt it to the needs of youth.

### 2.3. Geographical conditions for participation in the competition

In the competition, candidates are accepted from 10 countries in Central and Eastern Europe: Bulgaria, Croatia, Czech Republic, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia, Slovenia.

## **2.4. Consent to the handling of personal data**

When filling out the form for participation in the competition, the candidates must give their consent to Reach for Change to handle the personal data contained in the candidacy and additional documents. Reach for Change guarantees that it will not distribute personal data or make it available to third parties outside the candidature evaluation process. More information about the processing of personal data, when and why we collect it, how we use it, the conditions under which we can disclose it to third parties and how we protect it are described in the Reach for Change Privacy Policy on the following [link](#).

## **3. Criteria for evaluating the project and candidate**

### **3.1. Problem**

- **Is clearly defined**

The problem addressed is clearly defined, and the scope and severity of the problem are backed up with data from a reliable source. There is a clear indication that the problem is inadequately met by current systems or alternative solutions.

- **Key root causes are identified**

The key root causes of the defined problem have been identified. The causes defined by the entrepreneur are validated by empirical or statistical data, ideally from multiple sources. The entrepreneur should be able to clearly explain which are the critical root causes that are not being adequately met by the current systems/support measures.

- **Social entrepreneur shows informed understanding**

The entrepreneur's understanding of the problem is informed by interactions with those directly affected by the problem (e.g. beneficiaries) and there is clear validation of this understanding by stakeholders closely involved in addressing it (e.g., social workers, sector experts).

- **The problem identified is aligned with the thematic niche of the program**

Addressing the defined problem will contribute to improved outcomes for youth in Central and Eastern Europe in the context of the green and digital transition. Addressing the problem could contribute to supporting green/digital skills and employability, closing the digital divide, addressing barriers to mobility, ensuring equitable access to services, but other outcomes would also be considered as long as there is an argument how they can contribute to Europe's Green and Digital transition.

### **3.2. Solution**

- **Addresses the identified problem**

The entrepreneur has developed a solution which addresses the problem identified. The organization's audiences (users, practitioners, commissioners, sector partners and experts) should recognize the solution's impact as credible and a legitimate response to the problem.

- **Has completed proof of concept stage with indication of impact**

The organization has an experience of implementing the proposed solution with its primary target group for at least 3 years. The organization can provide strong evidence - preferably through evaluation of quantitatively measured outcomes - of positive impact on the main target group.

- **Has the ambition and initial strategy for scaling impact in place**

The entrepreneur has the ambition to have an impact on a significant share of their target group. They have identified a potential way to help them scale their solution.

### **3.3. Leadership and Team**

- **Demonstrated “Good Fit”**

The entrepreneur and their team have demonstrated a strong desire and ability to take advantage of the support we can offer in the program. The support provided within the program is a good fit with the strategic priorities of the organization and with its operational plan for the period of 2024 - 2025. The organization has appointed a clear project owner who will be responsible for the scaling of the solution and will take part in all activities in the program.

- **Demonstrated Leadership**

The entrepreneur/project owner has demonstrated that they are action-oriented, a strong and inspirational communicator, smart, brave and passionate. The project owner is an experienced individual (ideally with previous experience in scaling) and is trusted by internal stakeholders. Internal stakeholders fully support scaling and have been consulted. The project/owner demonstrates strong motivation and a scaling mindset, balanced with an understanding of the challenges that lay ahead and willingness to learn, adapt the scaling approach, and bring in additional skills, expertise and mindset in the team if the scaling goals require this.

- **Demonstrated Ethical Fibre**

The entrepreneur has continued to demonstrate their honesty, trustworthiness & reliability. They have convinced us that they would be a great addition to our global network of social entrepreneurs and to our program.

- **Competent team in place**

Team roles and responsibilities have been reviewed and there are some initial ideas about what potential roles and expertise will be needed to support scale.

- **Ability to build and maintain collaborations and sustainable partnerships**

The team has proven collaborative mindset and skills that would allow them to scale.

### **3.4. Organizational capacity**

- **Feasible Goals**

The initial scaling ambition is clear and supported by clear goals for addressing the problem. The entrepreneur can explain what steps they want to take in 2024 and 2025 that can help them to eventually reach a significant portion of the target group.

- **Indication of financial sustainability**

The organization can demonstrate that it is committed to and on track to identify a sustainable business model. The organization can demonstrate through financial records that it has a track record of mobilising capital for its impact goals and that it has achieved a level of financial stability that will permit it to dedicate resources to pursue impact scaling.

- **Processes in place**

The organization has established financial, operational and people management processes in place. The project leader has identified the need to attract additional expertise in the team to support the scaling process and has secured the buy-in of the team.

## **4. Program support**

### **Non-financial support**

- **Immersion Weeks**

Reach for Change will host two 5-day long workshops for SEs aimed at supporting group-based learning and mindset shifts. One workshop will take place at the start of the support programme in February 2024 and the other in December 2024.

- **Ongoing coaching (business development + thematic support) & connections to stakeholders**

Throughout the SRP, the 10 SEs will receive regular 1:1 coaching from Reach for Change staff and external business/thematic coaches. This coaching will align with Reach for Change's Development Tracker milestones and will culminate in the delivery of individualised scaling strategies. Where relevant, Reach for Change and Social Impact Award will connect individual SEs to relevant stakeholders in its network that could support further development/scaling/funding of their social innovation.

- **Group online sessions**

At regular intervals, SEs will be invited to join online workshops on differing themes. Sessions will be peer exchange-based or Q&As involving external experts speaking on a particular topic (e.g. access to financing, cross-sector collaborations). Eight online sessions will be held in the period from May 2024 to August 2025.

- **Pitch day**

Towards the end of the SRP support, Reach for Change will convene a pitch day featuring the cohort and a wide range of external funders and strategic stakeholders, who are in a position to support the SEs with funding and other opportunities post-project. Invitees will include venture capitalists, philanthropic foundations, EC representatives, and others within Reach For Change and Social Impact Awards networks. The pitch "day" will be a 2.5-hour long online webinar with interactive elements.

## **5. Application process**

### **5.1. Application**

To apply, each candidate must fill out an online form, where they describe the social problem, the solution they propose, their organizational and communication capacity and needs. The completed online form is called an application. The application must be completed and submitted in English. The application does not need to be completed in one go, but you do need to access it through the same link and the same device.

The application must be submitted within the specified period (cf. pt. 6 "Stages and deadlines for conducting the competition").

Participants in the competition automatically receive a message in the system and by e-mail that their applications are registered. Submitted applications are kept in the administrative base of Reach for Change in Sweden. Reach for Change has the right to request additional information from the participants in the competition.

Reach for Change is not responsible and does not accept complaints related to communication problems with the Internet.

Applications sent by e-mail or paper will NOT be considered.

## **5.2. Selection of candidates**

The selection and selection of finalists represents the 5-stage process. Each participant in the competition will receive a message about the status of his application in the e-mail indicated by him.

- **First stage. Administrative verification of criteria for eligibility**

Employees of Reach for Change will verify all applications. Applications that have incomplete mandatory fields or that are not aimed at solving problems identified under these Terms and conditions are excluded from the competition. Reach for Change will make additional provision of documents if necessary.

- **Second stage. Evaluation from employees of Reach for Change**

All candidates who have passed the first stage of selection will be evaluated according to previously accepted evaluation criteria by Reach for Change employees. This phase will run in parallel with the first stage of the selection process.

- **The third stage. Interviews**

The Reach for Change and Social Impact Award employees will invite the most promising candidates (max. 25 social entrepreneurs) to an interview stage of the selection process.

- **The fourth stage. Reference check**

Reach for Change employees will cross reference the capacity and the results presented by the social entrepreneurs during the application and selection process by researching online sources to verify their work, as well as getting into direct contact with users/collaborators of social entrepreneurs. The latter will only happen after an approval from the social entrepreneur. Reach for Change is keeping the right to ask for additional documentation to verify certain aspects of the organizational set-up and impact of the candidate.

- **The fifth stage. Final jury**

Applications of candidates who successfully passed the interview stage and the reference check will be presented to and reviewed by a final jury composed of project partners and other potential experts. The jury will choose the ten social entrepreneurs to take part in the Scaling Readiness Program.

## **6. Stages and deadlines for conducting the competition**

The schedule is indicative and subject to change in case of a decision made by Reach for Change. Candidates must anticipate their participation at each stage.

### **Opening the online application system**

15 November, 2023

### **Closing the online application system**

15 December, 2023

**First stage. Administrative verification of criteria for eligibility**

15 November, 2023 - 20 December 2023

**Second stage. Evaluation from employees of Reach for Change**

15 November, 2023 - 20 December 2023

**The third stage. Interviews**

January 8, 2024 - January 12, 2024

**The fourth stage. Reference check**

January 15, 2024 - January 18, 2024

**The fifth stage. Final jury**

January 19, 2024

## **7. Provision of information during the competition**

### **7.1. Evaluation of the project**

Unsuccessful candidates have the opportunity to receive, after an express written request on their part, additional information about the evaluation of their project. Additional information is obtained within 60 working days of accepting the request.

### **7.2. Communication to the broader public**

The broad public can find information about the results of each stage of the competition on the Reach for Change website and Facebook page.

### **7.3. Information about selected participants**

Information about the selected participants will be published on the Reach for Change website and Facebook page, and will be shared with Reach for Change community through a newsletter.

### **7.4. Point of contact**

During the application period (November - January), the employees of Reach for Change are available for any questions at: [marija.mazic@reachforchange.org](mailto:marija.mazic@reachforchange.org)

## **8. List of documents required for participation in the competition**

### **8.1. Application document**

In the first stage, the candidates must complete and upload to the online system their electronic application.

### **8.2. Additional verification**

At the stage of administrative verification of eligibility criteria (November 15 - December 20, 2023) and reference check (January 15, 2024 - January 18, 2024), if necessary, Reach for Change may contact candidates to provide additional documents.

## **9. Terms and conditions for concluding a contract with the winner and finalists in the competition**

### **9.1. Contract concluding the Search and Selection process**

With the five finalists, selected on January 19, 2024, a contract will be concluded for January 2024 - August 2025.