

KUDRAT

Supporting the High Council of State in Enhancing Their Technical Skills

TERMS OF REFERENCE

National capacity assessment senior expert

BACKGROUND AND OBJECTIVE OF THE PROJECT

Considering the Libyan context and current economic needs, establishing the **Kudrat** project has been essential to support a particular institution, **the High Council of State (HCS)** to enhance its technical skills so has to better perform its mandate and increase its added value in contributing to build a capable and democratic state.

The French Government funds this 10-months project and entrusts Expertise France with its implementation. **Kudrat** specific objectives are:

- to assess the capacity building needs of the High Council of State through a participatory approach involving line and support functions senior management;
- From the results of this capacity building needs assessment, to develop 4 training programs/curricula addressing 4 critical capacity building needs through the organization of 2 study tours in France involving HCS management,
- To deliver a ToT session in Tripoli ensuring that training facilitation capacities are in place after project is finalized

Kudrat will be implemented in partnership with the HCS and in collaboration with INSP France.

TARGETED AUDIENCE

This action targets the High Council of State selected members, head of subcommittees, and training managers from the HCS - HR department.

THE ASSIGNMENT' OBJECTIVES

THE KUDRAT PROJECT TEAM IS REQUESTING A NATIONAL CONSULTANT TO FACILITATE AN HCS CAPACITY NEEDS ASSESSMENT PROCESS IN JULY AND AUGUST WHICH WILL HELP IDENTIFYING KEY PRIORITY CAPACITY BUILDING AREAS TO DRIVE THE DEVELOPMENT OF THE 4 TRAINING CURRICULA.

The intervention is contributing to the 2 following expected project outcomes:

Outcome 1: Improved HCS capacity in conducting institutional diagnostic / capacity assessment process and identifying key capacity building priorities

Outcome 2: Enhanced national training offer to respond to the HCS priority capacity building needs

MISSIONS AND TASKS TO BE PERFORMED

The capacity assessment senior expert will be responsible for the preparation and facilitation of HCS capacity assessment process. This will include:

- The participation to the project launching workshop;
- The development of the capacity assessment methodologies and tools together with the capacity building international expert;
- The establishment of a capacity building assessment taskforce within HCS and training of its members on capacity assessment methodologies and tools (questionnaires / swot, etc);
- The facilitation of interviews and focus group discussions with HCS staff in line with the adopted methodology;
- The formulation of a capacity building assessment report and the identification of 4 critical priority capacity building topics to be addressed by the training programs to be developed through the project;

Deliverables:

- A capacity assessment methodical document including presentations of tools to be applied by the taskforce;
- A capacity assessment report including the identification of 4 critical priority capacity building topics to be addressed by the training programs to be developed through the project;

Workload estimation: 25 days maximum for a period of 2,5 months

Expert(s) profile

- Master's degree in management, business administration, or other related fields;
- Minimum 5 years of work experience in development projects;
- Good experience in institutional assessment of public organizations.
- Sound knowledge of the institutional landscape in Libya at national and/or local level;
- Relevant work experience with international cooperation agencies and public bodies;
- Knowledge or experience on fragile or conflict state;



- Very good analytical and writing skills;
- Fluent in English and Arabic.
- Fully-computer literate.

Location: Tripoli/ Libya

Assigned Key Experts: rima.attiga@expertisefrance.fr

Confidentiality

The consultant hereby undertakes to maintain confidentiality and not to disclose any information during and after the completion of the assignment with respect to all business matters of which he learns during his time with the program and the outputs that are developed. Permission must be obtained from the program before any publication.