

<i>Title of the project</i>	<b>Short-Term technical assistance - Namibian Civil Society Capacity Building Programme</b>
<i>Country</i>	Namibia
<i>Position</i>	Junior Expert
<i>Location of the position</i>	Namibia
<i>Probable starting date</i>	17/10/2010

<i>Description of the assignment</i>	<p>The EU supported CSCBP is a capacity development programme designed to respond to challenges in the sector which constrain CSO participation in policy-making, strategic development and implementation. The EU support to the sector should be seen in light of the importance placed on an enlarged partnership for development as outlined in the ACP-EU Partnership Policy and the GRN-Civic Organisation Partnership Policy.</p> <p>Two main results are expected from the CSCBP:</p> <ol style="list-style-type: none"> <li>1) Greater and more effective contribution of civil society to key development planning and implementation ("participatory development")</li> <li>2) A well-run and democratic NANGOF Trust supporting an accountable, transparent and representative civil society ("good governance within civil society")<sup>1</sup></li> </ol> <p>The programme is implemented through Programme Estimates managed by the NANGOF Trust under the overall guidance of a Steering Committee which comprises the National Planning Commission, a representative of local authorities, the NANGOF Trust (represented by the NANGOF Trust Secretariat and in the future, the Board [Council Chair, Vice-Chair and treasurer]) and the EU Delegation. The NANGOF Trust is governed by a Council composed of Trustees while the implementation of programmes falls on the Secretariat. The EU's financial support to Programme Estimates is complemented by the provision of one long-term technical assistant (TA) for financial administration while procurement for a M&amp;E expert is underway.</p>
<i>Specific objectives</i>	<p>Under the supervision of the Executive Director and working within the team of the NANGOF Trust Secretariat, the experts shall be responsible for the following specific tasks (order reflecting a proposed chronological sequencing):</p> <p><u>Expert 1: Capacity Building and Regional Outreach Expert</u></p> <ul style="list-style-type: none"> <li>• <u>Assess</u> briefly the current capacity building approach undertaken by the NANGOF Trust under the Training &amp; Assessment Programme (scope, intended beneficiaries, feasibility of roll-out, quality, and status).</li> <li>• <u>Develop and manage the collection</u> of data on capacity building training needs and training providers (to be continued on an on-going basis by the NANGOF Trust). The training needs assessment should cover NANGOF Trust members and CSOs at large particularly in the regions, using as a basis the CSO Baseline survey of 2009 (in annex 2). Data on training providers should include expertise from within the NANGOF Trust membership.</li> <li>• <u>Develop and pilot</u> the implementation of a comprehensive strategic Action Plan on Capacity Building training (feeding into result 1 of the CSCBP), through a highly consultative process and drawing upon the two previous bullets. The Action Plan should: (i) define the limits of the NANGOF Trust's capacity building commitment in terms of prioritising in a transparent and consultative manner between long-term (Training &amp; Assessment Programme) or short-term training,</li> </ul>

<sup>1</sup> For more information on the NANGOF support, please refer to annex 1 for a copy of the Technical and Administrative Provisions of the project.

	<p>between national-based or regional-based training, between individual training or TOT, between free or paid-for training while keeping in mind the need to link benefits to membership and the needs of the sector especially in the regions; (ii) define the NANGOF Trust's role as a training facilitator or provider; (iii) include information on the capacity building initiatives covered by the NANGOF Trust on a yearly basis based on prioritised needs and provide for processes to be followed for applications and tendering of services with clear allocations of responsibility.</p> <p>At all times, the Plan should address the issue of how to communicate the information on opportunities appropriately to CSOs and other stakeholders for maximum transparency. Overall, the Action Plan should include strong M&amp;E elements (of participants, of new needs, of service providers etc) to ensure impact and follow-up and be officially endorsed by the NANGOF Trust Board.</p> <ul style="list-style-type: none"> <li>• <u>Develop and pilot</u> the implementation of a Regional Action Plan through a highly consultative process.</li> </ul> <p>The Regional Action Plan should support the implementation of the Action Plan on Capacity Development training in the regions and provide overall an opening for greater participation and membership of regionally-based CSO in the NANGOF Trust. One important component of the NANGOF Trust's credibility deficit is that many regionally-based CSO are not members of the umbrella. The Regional Action Plan should consider implementing a strategy of focal points and regional forums to diversify the voice of CSO within the NANGOF Trust and to implement an aggressive membership drive. The Regional Action Plan should include strong M&amp;E elements to ensure impact and follow-up and be officially endorsed by the NANGOF Trust Board</p>
<i>Required output</i>	<p><u>Expert 1: Capacity Building and Regional Outreach</u></p> <ul style="list-style-type: none"> <li>• Assessment of CS Training &amp; Assessment Programme</li> <li>• Matrix of training needs and providers</li> <li>• Action Plan on Capacity Building training</li> <li>• Regional Action Plan</li> <li>• Minutes of consultation meetings (to be included in final report)</li> <li>• List of parties consulted or interviewed (names, organisation, position, contact details. To be included in final report)</li> </ul>
<i>Requested profiles</i>	Junior Expert
<i>Working language</i>	English

Follow-up: Please register your CV into our database and then send an e-mail message to Ms Irma Marchitelli [ [info@stem-vcr.it](mailto:info@stem-vcr.it)]