

# Terms of Reference

## CSO & NGO Specialist

For a potential development project in the Marrakech Safi region, we are seeking qualified candidates with this profile :

### Scope of Work and Responsibilities

- Act as Partner Focal Point for identified key CSO partners on the ground that maybe targeted as Learning Resource Organizations (LROs)
- Technical advisory support in the identification and conceptualization and formulation of initiatives for CS/CSO capacity development
- Support in facilitating the establishment and strengthening of regional and national coalitions, and national program to strengthen the role of CS/CSO in the MS region
- Lead in the identification, conceptualization and implementation of project initiatives
- Lead the preparation and implementation of a detailed annual Workplan for the project (Advisory support to Civil Society / Civil Society Organizations aspects)
- Organize workshops, meetings and other consultations included in the work plan, making sure that adequate lead time is given to stakeholders in preparation for the workshops, meetings or consultation
- Develop and strengthen strategic alliances and partnerships and maintain close liaison with relevant regional and national NGOs, Cos and other actors supporting CSO/NGOs and related governance initiatives
- Strengthen the capacity of CSOs and CSO networks that can serve as Learning Resource Organizations (LROs)
- Plan, organize and coordinate the conduct of Annual Review Meetings/Mid-Term Review/ End of Project Evaluation

### Qualifications:

- Graduate degree in a social science course, public administration and other related fields
- Minimum 5 years work experience in the development or NGO setting, with at least 3 years of experience in partnership-based programming, networking or working in coalitions
- Substantial knowledge of local civil society governance structures, strategy development, and structure and system development
- Excellent training, facilitation and capacity building skills
- Proven experience in field level representation with key stakeholders and co-ordination with other NGOs
- Proven commitment to participatory and adaptive programming approaches
- An excellent team player with good skills in team work and consultative approach to decision making
- Politically and culturally sensitive with qualities of patience, tact and diplomacy
- Can work well in highly stressful situations; able to manage multiple competing tasks, prioritize deliverables and meet reasonable deadlines
- Sensitive to issues affecting women, PwD, children and committed to the values, mission and principles of saving them
- Experience working effectively with government officials, non-government partners, and USAID and/or other donors

**To apply:**

In case you are interested please send your resume to [contact.ised-ms@deloitte.com](mailto:contact.ised-ms@deloitte.com).

Applications opened until 12/12/2023.