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# BACKGROUND INFORMATION

## Partner country

Bosnia and Herzegovina

## Contracting authority

Department for Development and International Projects of Zenica-Doboj Canton, Kučukovići 2, 72000 Zenica, Bosnia and Herzegovina

## Country background

Many young people in BiH and Zenica-Doboj Canton (as a region in its central part) have been well-educated and talented young men and women with an enormous amount to offer to the future of the Country, but significant number of them want to leave BiH, and work abroad. According to estimates by the International Labour Organisation, and at a staggering 57.5%, BiH has one of the highest rate of youth unemployment in the world. Caused by social and political circumstances, in order to get one of the rare jobs available, young people often have to align themselves with the political corruption and incompetence. So, according to a recent study, BiH has one of the highest rate of exodus of young people in Europe. No country can afford to lose this sort of talent. TalentMagnet will help Zenica-Doboj Canton to improve institutional capacities and prior experience of public bodies and other relevant stakeholders in effective combating against outmigration of talented young workforce. Project results, especially the harmonized and coordinated approaches and strategies to address the demographic and labor market challenge caused by the outmigration of talented young people will be practically implemented to entire region. Talent attraction and retention toolkit will help the process of empowerment of young people who have to be given the opportunity to express themselves. New or improved policy instruments that address local demographic challenges will help political leaders to open up their policy-making to new ideas and invite young people to participate more actively.

## Current situation in the sector

Department for Development and International Projects is Expert Department of Government of Zenica-Doboj Canton for implementation of interregional projects and strategic planning process aimed to use modern approach to benefit development of Zenica-Doboj Canton. It supports communication and cooperation between private and public sector. DDIP performs set of activities related to interregional cooperation and provides expertise and support to local institutions regarding realization of projects and issues of general partnership with institutions from abroad. It has 18 years of experience in implementation of governmental funded, interregional and EU funded projects. It has already implemented 17 projects under INTERREG Adriatic CBC, SEE, MED, DANUBE, Interact and Adriatic IPA CBC programs in order to improve sustainable development and institutional cooperation. It possesses human and financial resources for implementation of different projects and developed network of experts from Ministries, Chamber of Economy, NGOs, Local Development Agencies, University of Zenica, Tourist and Cultural institutions. Project TALENTMAGNET is financed from IPA II INTERREG Danube Transnational Programme 2014-2020 – Project:TALENTMAGNET (DTP454), where DDIP ZDC is a partner for realization of the project activities on the territory of Zenica-Doboj Canton.

## Related programmes and other donor activities

n/a

# OBJECTIVES & EXPECTED OUTPUTS

## Overall objective

TalentMagnet project aims to strengthen institutional capacities and establish new levels of governance in the Danube area, in order to solve the problem of emigration of talented young people. The project addresses major societal challenges (demographic and labor markets), the age-related emigration of highly educated people primarily from men (brain drain). The project will improve existing institutional capacities, develop 13 strategies and pilot activities, as well as a policy proposal to establish new governance models.

Projekat TalentMagnet ima za cilj jačanje institucionalnih kapaciteta i uspostavljanje novih nivoa upravljanja u dunavskom području, radi rješavanja problema emigracija talentovanih mladih ljudi. Projekat je usmjeren na rješavanje glavnih društvenih izazova (demografskih i tržišta rada), uzrokovanim iseljavanjem visokoobrazovanih mladih ljudi prvenstveno iz manjih sredina (odliv mozgova). Projekat će poboljšati postojeće institucionalne kapacitete, izraditi 13 strategija i pilot aktivnosti, kao i prijedloge politika za uspostavljanje novih modela upravljanja.

## Specific objective(s)

The specific objectives of this contract are as follows:

* provision of expert services as local contribution to realisation of Pilot action
* providing the contribution for the development of the specific Policy proposals to create favourable conditions for talent attraction and retention
* implementing interactive workshops to discuss and promote the policy proposals.

## Expected outputs to be achieved by the contractor

## Pilot Action developed and implemented (OT3.1) / Kreirana i implementirana Pilot aktivnost (OT3.1);

## Contribution for the development of the specific Policy proposals package to create favourable conditions for talent attraction and retention provided (OT3.2) / Osiguran doprinos izradi konkretnog paketa Prijedloga politika za stvaranje povoljnih uslova za privlačenje i zadržavanje talenata (OT3.2);

## Policy coordination interactive workshops to discuss and promote the policy proposals implemented (OT.3.3) / Implementirane interaktivne radionice koordinacije politika za diskusiju i promociju Prijedloga politika (OT.3.3);

## Contribution for the designing of the Survey methodologies provided (Deliverable T3.2.1) / Osiguran doprinos za izradu Metodologija istraživanja (Izlazni rezultat T3.2.1);

## Quadruple Helix stakeholder interactive workshop delivered (Deliverable T3.2.2) / Quadruple Helix interaktivna radionica za stakeholdere organizovana i realizovana (Izlazni rezultat T3.2.2);

## Personal interviews with representatives of the target group provided (Deliverable T3.2.3) / Provedeni Lični intervjui s predstavnicima ciljne grupe (Izlazni rezultat T3.2.3)

## Contribution for carring out the Online survey with representatives of the target group provided (Deliverable T3.2.4) / Osiguran doprinos za sprovođenje Online ankete s predstavnicima ciljne grupe (Izlazni rezultat T3.2.4);

## Contribution for the Transnational memorandums for sustaining new multilevel governance model provided (Deliverable T3.3.1) / Osiguran doprinos za Transnacionalni memorandum za održavanje novog modela upravljanja na više nivoa (Izlazni rezultat T3.3.1).

# ASSUMPTIONS & RISKS

## Assumptions underlying the project

The assumption underlying TALENTMAGNET project is to facilitate the establishment of new multilevel and transnational governance model for talent attraction and retention by more effective, wider and deeper transnational cooperation across the Danube region. Gradual decline of the important part of the region’s future workforce is a major threat with negative demographic and labour market implications. To effectively tackle this challenge, most of all a much stronger cooperation of relevant stakeholders is needed – on local, regional, national and even transnational level. That is why TalentMagnet sets out to establish an improved multilevel governance model. However, the project will not only strengthen cooperation through a better functioning multilevel governance model, but also will significantly improve the capacity of institutional actors, enabling the creation of optimal framework conditions in local communities to attract and retain talents. By attracting and retaining talented young workforce TalentMagnet will help at least to sustain and even increase competitiveness, thus also contributes to the economic development of the Danube region. To achieve its main results, the project will raise the awareness of public sector bodies and other stakeholders of the challenge, build their knowledge and skills and offer possible solutions; design, test and transfer various new talent attraction and retention tools, enable the preparation of local talent attraction and retention plans using participative methods and design a better functioning multilevel governance model. The project will also improve other aspects of the framework conditions by improving the local, national and transnational policy environment.

## Risks

n/a

# SCOPE OF THE WORK

## General

### Description of the assignment

The scope of the contract is the provision of the services for the purpose of the realization of the activities under the Work package T3 as follows:

WPT3: Pilot Actions and Policy integration

The objectives of Work package T3 are to pilot and consolidate the TalentMagnet tools developed and to convey specific proposals on local, national and transnational level to policy makers in order to influence policies forming the framework conditions of successful talent attraction and retention. The following activities of this work package directly contribute to all 3 specific objectives:

A3.1 Delivery of Pilot Actions: partners will experiment with solutions, good practices and methodological tools identified and / or developed in T2. Partners will exchange experience from the implementation of pilot actions.

A3.2 Assessment of Tools: partners will carry out survey to ask QH stakeholders and talents about the tools developed. Main findings will be fed back to T2 to fine-tune and finalize tools.

A3.3 Preparation of Policy Proposals: to more efficiently attract and retain talents, it is crucial to have supportive framework conditions (legislation, funding, support organizations, mechanisms). Partners will prepare local and transnational Policy Proposals to improve the policy environment.

### Geographical area to be covered

Zenica-Doboj Canton, Municipality of Vareš

### Target groups

Regional public authority, National public authority, Local public authority, Infrastructure and (public) service provider, Higher education and research and school, SME, Business support organisation, General public.

## Specific work

**4.2.1** Developing and implementing Pilot Action (OT3.1) / *Izrada i implementacija Pilot aktivnosti (OT3.1);*

**4.2.2** Providing the contribution for the development of the specific Policy proposals package to create favourable conditions for talent attraction and retention (OT3.2) / *Pružanje doprinosa izradi konkretnog paketa Prijedloga politika za stvaranje povoljnih uslova za privlačenje i zadržavanje talenata (OT3.2);*

**4.2.3** Implementing policy coordination interactive workshops to discuss and promote the policy proposals (OT.3.3) / *Implementacija interaktivnih radionica koordinacije politika za diskusiju i promociju Prijedloga politika (OT.3.3);*

**4.2.4** Providing the contribution for the designing of the Survey methodologies (Deliverable T3.2.1) / *Pružanje doprinosa za izradu Metodologija istraživanja (Izlazni rezultat T3.2.1);*

**4.2.5** Delivering the Quadruple Helix stakeholder interactive workshop (Deliverable T3.2.2) / *Organizacija i realizacija Quadruple Helix interaktivne radionice za stakeholdere (Izlazni rezultat T3.2.2);*

**4.2.6** Providing the Personal interviews with representatives of the target group (Deliverable T3.2.3) / *Provođenje Ličnih intervjua s predstavnicima ciljne grupe (Izlazni rezultat T3.2.3);*

**4.2.7** Providing the contribution for carring out the Online survey with representatives of the target group (Deliverable T3.2.4) / *Pružanje doprinosa za sprovođenje Online ankete s predstavnicima ciljne grupe (Izlazni rezultat T3.2.4);*

**4.2.8** Providing the contribution for the Transnational memorandums for sustaining new multilevel governance model (Deliverable T3.3.1) / *Pružanje doprinosa za Transnacionalni memorandum za održavanje novog modela upravljanja na više nivoa (Izlazni rezultat T3.3.1).*

All printed and electronic material must include proper visual elements of the project TALENTMAGNET.

## Project management

### Responsible body

Department for Development and International Projects of Zenica-Doboj Canton, Kučukovići 2, 72000 Zenica, Bosnia and Herzegovina.

### Management structure

Secretary of Department for Development and International Projects of Zenica-Doboj Canton, Kučukovići 2, 72000 Zenica, Bosnia and Herzegovina and Project staff in the Department.

### Facilities to be provided by the contracting authority and/or other parties

n/a

# LOGISTICS AND TIMING

## Location

Zenica-Doboj Canton, Municipality of Vareš

## Start date & period of implementation of tasks

The intended start date is 17/2/2022 and the period of implementation of the contract will be finished by 10/12/2022.

# REQUIREMENTS

## Staff

Note that civil servants and other staff of the public administration, of the partner country or of international/regional organisations based in the country, shall only be approved to work as experts if well justified. The justification should be submitted with the tender and shall include information on the added value the expert will bring as well as proof that the expert is seconded or on personal leave.

### Key experts

Key experts are not required.

### Other experts, support staff & backstopping

CVs for experts other than the key experts should not be submitted in the tender but the tenderer will have to demonstrate in their offer that they have access to experts with the required profiles. The contractor shall select and hire other experts as required according to the needs. The selection procedures used by the contractor to select these other experts shall be transparent, and shall be based on pre-defined criteria, including professional qualifications, language skills and work experience.

The costs for backstopping and support staff, as needed, are considered to be included in the tenderer's financial offer.

## Office accommodation

Office accommodation for each expert working on the contract is to be provided by the contractor.

## Facilities to be provided by the contractor

The contractor shall ensure that experts are adequately supported and equipped. In particular it must ensure that there is sufficient administrative, secretarial and interpreting provision to enable experts to concentrate on their primary responsibilities. It must also transfer funds as necessary to support their work under the contract and to ensure that its employees are paid regularly and in a timely fashion.

## Equipment

No equipment is to be purchased on behalf of the contracting authority / partner country as part of this service contract or transferred to the contracting authority / partner country at the end of this contract. Any equipment related to this contract which is to be acquired by the partner country must be purchased by means of a separate supply tender procedure.

# REPORTS

## Reporting requirements

The Contractor will submit the following reports to the Contracting authority, in the English and local language, in hard and electronic form, one original and five copy versions:

Under 4.2.1: Report/Material on developing and implementing Pilot Action (Output T3.1);

Under 4.2.2: Report/Material on providing the contribution for the development of the specific Policy proposals package to create favourable conditions for talent attraction and retention (Output T3.2);

Under 4.2.3: Report/Material on implementing policy coordination interactive workshops to discuss and promote the policy proposals (Output T.3.3);

Under 4.2.4: Report/Material on contribution for the designing of the Survey methodologies (Deliverable T3.2.1);

Under 4.2.5: Report/Material on delivering the Quadruple Helix stakeholder interactive workshop (Deliverable T3.2.2);

Under 4.2.6: Report/Material on providing the Personal interviews with representatives of the target group (Deliverable T3.2.3);

Under 4.2.7: Report/Material on providing the contribution for carring out the Online survey with representatives of the target group (Deliverable T3.2.4);

Under 4.2.8: Report/Material on providing the contribution for the Transnational memorandums for sustaining new multilevel governance model (Deliverable T3.3.1).

## Submission and approval of reports

The reports referred to above must be submitted to the project manager identified in the contract. The project manager is responsible for approving the reports.

Each Final report will be incorporating any comments received from the parties. The deadline for sending the final report is 5 days after receipt of comments. The report shall contain a sufficiently detailed description of the different options to support an informed decision on further actions. The detailed analyses underpinning the recommendations will be presented in annexes to the main report. The final reports must be provided along with the corresponding invoices.

# MONITORING AND EVALUATION

## Definition of indicators

* Output T3.1 Report/Material on developing and implementing Pilot Action;
* Output T3.2 Report/Material on providing the contribution for the development of the specific Policy proposals package to create favourable conditions for talent attraction and retention;
* Output T.3.3 Report/Material on implementing policy coordination interactive workshops to discuss and promote the policy proposals;
* Deliverable T3.2.1 Report/Material on contribution for the designing of the Survey methodologies;
* Deliverable T3.2.2 Report/Material on delivering the Quadruple Helix stakeholder interactive workshop;
* Deliverable T3.2.3 Report/Material on providing the Personal interviews with representatives of the target group;
* Deliverable T3.2.4 Report/Material on providing the contribution for carring out the Online survey with representatives of the target group;
* Deliverable T3.3.1 Report/Material on providing the contribution for the Transnational memorandums for sustaining new multilevel governance model

## Special requirements

n/a