Bosnia and Herzegovina

Bosna i Hercegovina

FEDERACIJA BOSNE I HERCEGOVINE ZENIČKO-DOBOJSKI KANTON VLADA KANTONA

**Stručna služba za razvoj i međunarodne projekte**

FEDERATION OF BOSNIA AND HERZEGOVINA ZENICA-DOBOJ CANTON

GOVERNMENT

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**Department for development and international projects**

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# BACKGROUND INFORMATION

* 1. **PARTNER COUNTRY**

Bosnia and Herzegovina

## Contracting Authority

Department for Development and International Projects of Zenica-Doboj Canton, Kucukovici 2, 72 000 Zenica, Bosnia and Herzegovina;

*Stručna služba za razvoj i međunarodne projekte Zeničko-dobojskog kantona, Kučukovići 2, 72 000 Zenica, Bosna i Hercegovina;*

## 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 17 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

# OBJECTIVE, PURPOSE & EXPECTED RESULTS

## 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.

## Purpose

The purposes of this contract are as follows:

* + 1. Participating in the development of Quadruple Helix in action for a New Multilevel Governance Model. (OT2.1) / *Učestvovanje u realizaciji Quadruple Helix u akciji za novi model upravljanja na više nivoa (OT2.1);*
    2. Participating in the preparation and dissemination of TalentMagnet GuideBook (OT2.2) / *Učestvovanje u pripremi i širenju* *Vodiča za TalentMagnet projekat (OT2.2);*
    3. Implementing the Training on New Multilevel Governance Model on Talent Attraction and Retention (OT.2.3) / *Implementacija Obuke za novi model upravljanja na više nivoa u svrhu privlačenja i zadržavanja talenata (OT.2.3);*
    4. Establishing Local Talent Club (Deliverable T2.1.1) / *Uspostavljanje Kluba za lokalne talente (Izlazni rezultat T2.1.1);*
    5. Providing the contribution for the development of the TalentMagnet App (Deliverable T2.1.2) / *Pružanje doprinosa u izradi TalentMagnet aplikacije (Izlazni rezultat T2.1.2);*
    6. Implementing Urban hackathons (Deliverable T2.1.3) / *Implementacija Urbanih hakatona (Izlazni rezultat T2.1.3);*
    7. Developing and delivering interactive training materials (Deliverable T2.2.1) / *Izrada i* *isporuka materijala za interaktivne obuke (Izlazni rezultat T2.2.1);*
    8. Active participation in the Pool of Certified TalentMagnet experts (Deliverable T2.2.3) / *Aktivno učešće u grupi kvalifikovanih TalentMagnet stručnjaka (Izlazni rezultat T2.2.3);*
    9. Providing and disseminating E-learning materials (Deliverable T2.3.1) / *Obezjbeđivanje i podjela Materijala za E-učenje (Izlazni rezultat T2.3.1);*
    10. Preparing the Local learning materials in national language (Deliverable T2.3.2) / Izrada materijala za učenje na lokalnom nivou, na B/H/S jeziku (Izlazni rezultat T2.3.2) i
    11. Interactive participating in local training courses (Deliverable T2.3.3) / Interaktivno učestvovanje u lokalnim trening kursevima *(Izlazni rezultat T2.3.3)*.

## Results to be achieved by the Contractor

* + 1. Quadruple Helix in action for a New Multilevel Governance Model developed. (OT2.1) / *Quadruple Helix u akciji za novi model upravljanja na više nivoa izrađen (OT2.1);*
    2. TalentMagnet GuideBook prepared and disseminated (OT2.2) / *Vodič za TalentMagnet projekat pripremljen i podijeljen (OT2.2);*
    3. Training on New Multilevel Governance Model on Talent Attraction and Retention implemented (OT.2.3) / *Obuka za novi model upravljanja na više nivoa u svrhu privlačenja i zadržavanja talenata implementirana (OT.2.3);*
    4. Local Talent Club established (Deliverable T2.1.1) / Klub za lokalne talente uspostavljen (Izlazni rezultat T2.1.1);
    5. Contribution to the TalentMagnet App provided (Deliverable T2.1.2) / Osiguran doprinos za izrađenu TalentMagnet aplikaciju (Izlazni rezultat T2.1.2);
    6. Urban hackathons implemented (Deliverable T2.1.3) / Urbani hakatoni implementirani (Izlazni rezultat T2.1.3);
    7. Interactive training materials developed and delivered (Deliverable T2.2.1) / Materijali za interaktivne obuke izrađeni i isporučeni (Izlazni rezultat T2.2.1);
    8. Active participation in the Pool of Certified TalentMagnet experts ensured (Deliverable T2.2.3) / Aktivno učešće u grupi kvalifikovanih TalentMagnet stručnjaka obezbjeđeno (Izlazni rezultat T2.2.3);
    9. E-learning materials provided and disseminated (Deliverable T2.3.1) / Materijali za E-učenje izrađeni i podijeljeni (Izlazni rezultat T2.3.1);
    10. Local learning materials in national language prepared (Deliverable T2.3.2) / Materijali za učenje na lokalnom nivou, na B/H/S jeziku izrađeni (Izlazni rezultat T2.3.2) i
    11. Interactive participating in local training courses ensured (Deliverable T2.3.3) / Interaktivno učestvovanje u lokalnim trening kursevima osigurano (Izlazni rezultat T2.3.3).

# 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

* + 1. **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 T2 as follows:

WPT2: TalentMagnet Toolkit

The objective of Work package T2 is to develop an innovative TalentMagnet toolkit that can be applied by partners and by other cities in Danube region. The following activities of this work package directly contribute to specific objectives 1 and 2, and indirectly to 3:

A2.1 Toolkit Development: the concept of the Local Talent Attraction Forum as an improved multilevel governance model will be prepared; the methodology of Local Talent Club and the concept of talent scholarships will be designed; as one of the most important added value of the project, the TalentMagnet Apps developed, which will serve as an every-day-use tool for talents.

A2.2 Preparing partners for establishing and running the improved Multilevel Governance Model: an interactive training with training materials will be developed, training will be delivered to representative of partners.

A2.3 Preparing local Quadruple Helix (QH) actors to cooperate in talent attraction and retention: learning and e-learning materials in national languages will be developed. Local trainings to QH representatives with topics like: What are the risks (demography, labour market, declining local economy)? How to create a talent friendly environment? What can cities do? Training assessment and finalization of training programme will be caried out.

* + 1. **Geographical area to be covered**

Central Bosnia region

* + 1. **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

* + 1. Participating in the development of Quadruple Helix in action for a New Multilevel Governance Model. (OT2.1) / *Učestvovanje u realizaciji Quadruple Helix u akciji za novi model upravljanja na više nivoa (OT2.1);*
    2. Participating in the preparation and dissemination of TalentMagnet GuideBook (OT2.2) / *Učestvovanje u pripremi i širenju Vodiča za TalentMagnet projekat (OT2.2);*
    3. Implementing the Training on New Multilevel Governance Model on Talent Attraction and Retention (OT.2.3) / *Implementacija Obuke za novi model upravljanja na više nivoa u svrhu privlačenja i zadržavanja talenata (OT.2.3);*
    4. Establishing Local Talent Club (Deliverable T2.1.1) / *Uspostavljanje Kluba za lokalne talente (Izlazni rezultat T2.1.1);*
    5. Providing the contribution for the development of the TalentMagnet App (Deliverable T2.1.2) / *Pružanje doprinosa u izradi TalentMagnet aplikacije (Izlazni rezultat T2.1.2);*
    6. Implementing Urban hackathons (Deliverable T2.1.3) / *Implementacija Urbanih hakatona (Izlazni rezultat T2.1.3);*
    7. Developing and delivering interactive training materials (Deliverable T2.2.1) / *Izrada i* *isporuka materijala za interaktivne obuke (Izlazni rezultat T2.2.1);*
    8. Active participation in the Pool of Certified TalentMagnet experts (Deliverable T2.2.3) / *Aktivno učešće u grupi kvalifikovanih TalentMagnet stručnjaka (Izlazni rezultat T2.2.3);*
    9. Providing and disseminating E-learning materials (Deliverable T2.3.1) / *Obezbjeđivanje i podjela Materijala za E-učenje (Izlazni rezultat T2.3.1);*
    10. Preparing the Local learning materials in national language (Deliverable T2.3.2) / Izrada materijala za učenje na lokalnom nivou, na B/H/S jeziku (Izlazni rezultat T2.3.2) i
    11. Interactive participating in local training courses (Deliverable T2.3.3) / Interaktivno učestvovanje u lokalnim trening kursevima *(Izlazni rezultat T2.3.3)*.

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

## Project management

**4.3.1. Responsible body**

Department for Development and International Projects of Zenica-Doboj Canton, Kucukovici 2, 72 000 Zenica, Bosnia and Herzegovina;

*Stručna služba za razvoj i međunarodne projekte Zeničko-dobojskog kantona, Kučukovići 2, 72 000 Zenica, Bosna i Hercegovina;*

**4.3.2 Management structure**

Secretary of Department for Development and International Projects of Zenica-Doboj Canton, Kucukovici 2, 72 000 Zenica, Bosnia and Herzegovina and Project Manager in the Department; *Sekretar Stručne službe za razvoj i međunarodne projekte Zeničko-dobojskog kantona, Kučukovići 2, 72 000 Zenica, Bosna i Hercegovina i Projektni menadžer u Službi;*

**4.3.3. Facilities to be provided by the Contracting Authority and/or other parties**

n/a

# LOGISTICS AND TIMING

## Location

Central Bosnia region

## Start date & Period of implementation of tasks

The intended start date is April 19, 2021 and the period of implementation of the contract will be finished by December 31, 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.

* + 1. **Key experts**

n/a

* + 1. **Non-key experts**

n/a

* + 1. **Support staff & backstopping**

n/a

## Office accommodation

n/a

## Facilities to be provided by the Contractor

## n/a

## 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.

## Incidental expenditure

## n/a

## Lump sums

No lump sums are foreseen in this contract.

* 1. **Expenditure verification**

n/a

# REPORTS

## Reporting requirements

The Contractor will submit the following reports in English and local language in one original and 4 copies:

Upon result 2.3.1:

* Report/Material on developing Quadruple Helix in action for a New Multilevel Governance Model (Output T2.1) - in hard and electronic form.

Upon result 2.3.2:

* Report/Material on preparing and disseminating TalentMagnet GuideBook (Output T2.2) - in hard and electronic form.

Upon result 2.3.3:

* Report/Material on implementing Training on New Multilevel Governance Model on Talent Attraction and Retention (OT.2.3) - in hard and electronic form.

Upon result 2.3.4:

* Report/Material on establishing Local Talent Club (Deliverable T2.1.1) - in hard and electronic form.

Upon result 2.3.5:

* Report/Material on providing the contribution to the TalentMagnet App (Deliverable T2.1.2) - in hard and electronic form.

Upon result 2.3.6:

* Report/Material on implementing Urban hackathons (Deliverable T2.1.3) - in hard and electronic form.

Upon result 2.3.7:

* Report/Material on developing and delivering the Interactive training materials (Deliverable T2.2.1) - in hard and electronic form.

Upon result 2.3.8:

* Report/Material on ensuring active participation in the Pool of Certified TalentMagnet experts (Deliverable T2.2.3) - in hard and electronic form.

Upon result 2.3.9:

* Report/Material on providing and disseminating E-learning materials (Deliverable T2.3.1) - in hard and electronic form.

Upon result 2.3.10:

* Report/Material on preparing Local learning materials in national language (Deliverable T2.3.2) - in hard and electronic form.

Upon result 2.3.11:

* Report/Material on ensuring Interactive participating in local training courses (Deliverable T2.3.3) - in hard and electronic form.

Each report will be incorporating any comments received from the parties. The deadline for sending the 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 reports must be provided along with the corresponding invoices.

## Submission and approval of reports

The report referred to above must be submitted to the Project Manager identified in the contract. The Project Manager is responsible for approving the reports.

# MONITORING AND EVALUATION

## Definition of indicators

* Output T2.1 Report/Material on developing the Quadruple Helix in action for a New Multilevel Governance Model;
* Output T2.2 Report/Material on preparing and disseminating TalentMagnet GuideBook;
* Output T2.3. Report/Material on implementing Training on New Multilevel Governance Model on Talent Attraction and Retention;
* Deliverable T2.1.1 Report/Material on establishing Local Talent Club;
* Deliverable T2.1.2 Report/Material on providing the contribution to the TalentMagnet App;
* Deliverable T2.1.3 Report/Material on implementing Urban hackathons;
* Deliverable T2.2.1 Report/Material on developing and delivering the Interactive training materials;
* Deliverable T2.2.3 Report/Material on ensuring active participation in the Pool of Certified TalentMagnet experts;
* Deliverable T2.3.1 Report/Material on providing and disseminating E-learning materials;
* Deliverable T2.3.2 Report/Material on preparing Local learning materials in national language;
* Deliverable T2.3.3 Report/Material on ensuring Interactive participating in local training courses.

## Special requirements