

Нови Сад, 4.12.2023.

CONSULTANT FOR SOCIAL MENTORING

TERMS OF REFERENCE

As part of the project "Social mentoring as a work integration approach for disadvantaged groups in Serbia", the Novi Sad Humanitarian Center (NSHC) is looking for a consultant to support the selection, training and engagement of social mentors in working with people from vulnerable groups. The project is supported by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in the period from 1.12.2023 until 30.11.2024.

Introduction

The labor market in Serbia is characterized by relatively low participation in the labor force of vulnerable groups and their high inactivity, including a large part of young people who are neither employed nor in the process of education or training. Informal employment is still high and labor shortage is a key long-term challenge of the labor market. As in other countries of the region, women are mostly represented in the passive labor market, there is a high youth unemployment rate and there is a lot of migration outside the country, which emphasizes the social exclusion of vulnerable groups and individuals.

Vulnerable persons do not have the necessary skills and competences to get and keep a job in the open labor market due to the mismatch between educational and social policies. Similarly, professionals are not adequately prepared to help vulnerable groups and individuals in the labor market. In Serbia, there are active employment measures aimed at vulnerable groups but there is no evidence of their long-term contribution to reducing unemployment and social exclusion. Integration into the labor market is often focused only on professional education and skills improvement, but the "soft" skills of the vulnerable, as well as the sensitization of the private sector in working with hard-to-employ people, are also very important.

About the project

The project "Social mentoring as a work integration approach for disadvantaged groups in Serbia" aims to introduce a new approach to work integration of vulnerable groups and individuals. The general goal of the project is to contribute to the promotion of **social mentoring**, thus the employment of vulnerable groups, through building the capacity of professionals - future social mentors, through providing adequate support to vulnerable people and promoting social mentoring as an innovative approach to employment in the social protection system.

The project is implemented in close cooperation and with the support of PUBLIC - the Association for Research, Communications and Development (hereinafter: PUBLIC), a non-governmental organization from Skopje that developed, certified and piloted the methodology of social mentoring in the countries of the Western Balkans.

In the period December 2023 - January 2024, NSHC will announce a public call and select 7 future social mentors in Serbia. They will undergo theoretical and practical training in the period February - May 2024 and provide social mentoring services (mentoring for work integration) for a total of 21 mentored persons, from March to October 2024.

The project will also provide opportunities for the mentored persons to attend professional trainings in order to facilitate employment. Social mentors will have continuous support, and their work will be monitored and evaluated. In this process, NSHC will develop its organizational capacity to integrate and implement social mentoring.

The role of an expert consultant for social mentoring

The role of the consultant is to work closely with NSHC and PUBLIC and provide professional knowledge, guidance and support during the implementation of the project.

The expert consultant will have the following tasks:

- To provide support in the process of selecting the 7 best candidates for training in social mentoring, in cooperation with NSHC, according to the selection criteria;
- To ensure adequate connection of social mentors and mentees;
- To ensure the existence of adequate individual mentoring plans for each mentored person (mentee);
- To provide supervisory support to social mentors during their work and in communication with potential employers;
- To monitor and adequately support the progress of mentored persons, i
- To provide guidelines regarding protection and risk management.

PUBLIC will provide an online supervision orientation as the first step in this process and create a plan of sessions with social mentors during their engagement. Supervision sessions will be organized as interventions, between supervisors and mentors, and also as group sessions.

The total engagement of the expert consultant should be about 24 working days, in the approximate period from December 20, 2023 to November 30, 2024.

Expectations from a consultant

Academic qualifications: higher education in psychology, social work, pedagogy, special education, psychological counseling, career counseling, human resources or other social sciences relevant to the field of social services, employment, psychosocial and career support, counseling or related fields.

Professional experience: At least 5 years of work experience in the field of social protection or social services. Knowledge of the topic and experience in the field of social mentoring is an advantage.

Other skills and qualities: empathy and understanding of vulnerable groups, developed communication and cooperation skills with other people, responsibility and reliability in timely performance of obligations, ability to think creatively and solve problems.

How to apply

Interested candidates should submit:

- Curriculum vitae (CV) with information on education and experience for performing the described tasks, as well as with other relevant data;
- Technical proposal which describes how supervisory and other support will be provided to social mentors;
- Financial offer.

**Please send the required documents to: mira.nshc@gmail.com, no later than 14.12.2023.
with subject title: INVITATION FOR A CONSULTANT**