

CALL FOR TRAINERS TO PILOT SCORE IN ALBANIA

The Sustaining Competitive and Responsible Enterprises (SCORE) is a training programme of the International Labour Organization (ILO) targeting SMEs. It aims at improving the productivity and competitiveness of SMEs using management practices that are proven to be effective and in line with ILO values and standards.

In Albania, within the Framework of the **Business Partnerships and Solutions for Sustainable Development Goals (BPS4SDGs) Project**, funded by the Government of Sweden, the ILO is organizing a **SCORE Training of Trainers (ToT)** to capacitate national institutions and training service providers to deliver the SCORE training programme to enterprises in the textile and footwear sector.

The ILO is inviting applications from *industrial engineers, business consultants, quality, OSH or HR specialists* to be trained in SCORE with the goal of becoming ILO certified trainers. Selected candidates will participate in a SCORE ToT for a total duration of 7 days, in May 2023 through a combination of class-room (5 days) and shop floor training (2 days) with SMEs.

WHAT WE EXPECT FROM OUR TRAINERS

- Full time participation in the SCORE ToT for a maximum of 7 days, including a first round of training of enterprises (ToE) monitored by an international SCORE expert. Training venue, materials and the costs of the field visits will be covered by the ILO, under the ILO/BPS4SDGs Project;
- Support the roll out of the SCORE pilot and train SMEs assigned to you in the piloting of SCORE programme in Albania. Daily working fee will be covered by the ILO/BPS4SDGs (estimated time allocation: 6 days to be distributed between May-September 2023);
- Follow and maintain SCORE quality standards as prescribed by the ILO methodology
- Provide feedback on lesson learned in supporting SMEs to implement the SCORE methodology;
- Promote the SCORE training programme to the assigned SMEs;
- Maintain close working and reporting relations with the ILO project coordinator.

REQUIRED QUALIFICATIONS

Sound technical background: University degree in industrial engineering, human resource management, business administration or any similar field or equivalent technical qualification. While a technical degree is preferable, experience and knowledge of business and training acquired through informal education will also be considered.

Business exposure: Participants should have been exposed to the daily routines of enterprises (entrepreneurial drives and drawbacks), preferably from running their own business, or as an employee, consultant or in another capacity.

Experience in training adults: Previous experience of delivering training or facilitating interactive workshops is an advantage.

Language: Fluency in Albanian and English (oral and writing skills).

Gender: The ILO strives for gender balance amongst enterprise consultants. Participation of female trainers is encouraged.

Availability: Trainers should be able (time-wise) and committed to provide SCORE Training if they pass all the requirements.

BENEFITS OF BECOMING A SCORE TRAINER

- Competency development through high-quality training programme for business and industry consultants;
- ILO certification as SCORE trainer;
- License to market and train enterprises in SCORE;
- Access to the SCORE knowledge sharing platform and training materials;
- Business opportunities to train enterprises on SCORE;

The first roll-out of SCORE foresees a combination of both Training of Trainers (TOT) and Training of Enterprises (TOE) in the textile and footwear sector, in Albania.

Successfully certified SCORE trainers, will be then invited to deliver additional TOEs in the course of 2023 to selected textile and footwear SMEs, as part of the Business Partnerships and Solutions for SDGs Project.

In the long term, certified and licensed SCORE experts are expected to market and sell the SCORE programme. See this as a business opportunity!

HOW TO APPLY

Interested candidates must do the following 3 steps:

Step 1: You must submit using the pdf format (readable only), to the e-mail address: kopani@ilo.org until 29 March 2023, at 23:59 CET:

- a) your letter of interest
- b) your filled out **SCORE Trainer Profile Form** and
- c) your **CV**

Step 2: Should your profile be considered eligible, you will be called for an interview in April 2023.

Step 3: Selected Trainers will participate in a 5-days ToT workshop at the ILO premises, in Tirana. The format for the ToT workshop will be confirmed in the letter of invitation sent to successful candidates. After the ToT the trainers will conduct a first round of training of enterprises (ToE) monitored by an international SCORE expert as well as an Enterprise Baseline Assessment.

EVALUATION COMMITTEE

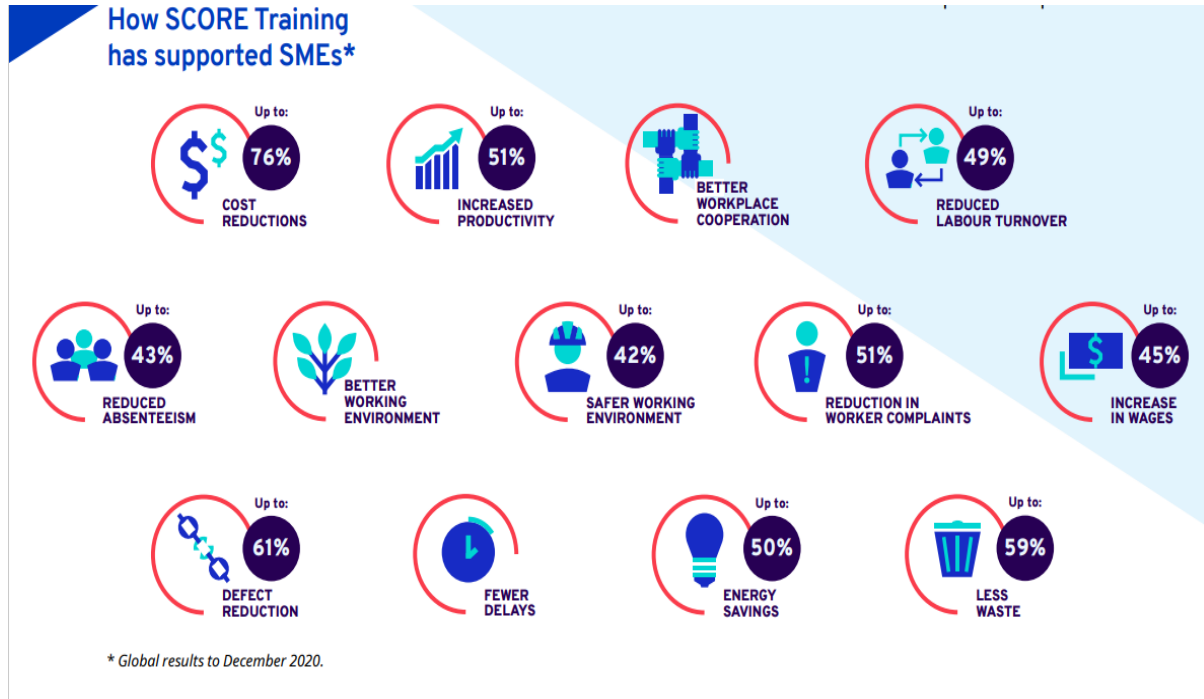
The evaluation committee will be composed of an international SCORE expert and two ILO staff.

ADDITIONAL INFORMATION

SCORE Training supports the vision of the Sustainable Development Goals for a better, more inclusive world. Aligning with Goal 5, 8, 9 and 12, SCORE Training helps SMEs improve working conditions and processes, particularly by mainstreaming gender, promoting decent work, achieving cleaner and more sustainable production patterns and enabling SMEs to

participate in global supply chains. For more information on the SCORE Programme you may consult the ILO website [here](#) .

Since its inception in 2010, the SCORE Programme has achieved the following results:



*Results as of December 2020.