



Terms of Reference Organizational Psychologist

About Leaders International

Leaders International is an international network of local organizations that plans, manages, and monitors innovation and economic development interventions in the region. Through its offices in Brussels, Amman, and Ramallah, Leaders International provides complete project-management services with a focus on private-sector development, enterprise development, job creation, entrepreneurship, D4D, economic policy dialogue, and tourism value chain development.

Background

As a partner in the MEDST@rts project, Leaders is implementing the project activities in Palestine. MEDSt@rts - Med microfinance support system for start-ups - project is financed by the European Union's ENI CBC Med Programme and implemented in Italy, Greece, Tunisia, Palestine and Lebanon.

MEDSt@rts addresses young and highly motivated people with innovative ideas - usually high-risk companies - and supports them in developing their business. Leaders wishes to recruit a qualified organizational/ Business Psychologist. He/she will carry out activities related to the creation of 15 companies with particular emphasis on selecting and developing the personal resources and entrepreneurial competencies of potential entrepreneurs for the subgrant award. He/she is expected to work closely with the entrepreneurs, evaluation committee, business consultants and local community groups.

Objective:

Psychologist will assist in choosing the MedSt@rts candidates throughout the course of the project. They will direct the candidates and assess them to ensure that the best 15 candidates are given the grant.

Scope of the work:

- Psychologist will interview each candidate in order to better identify their motivations and aspirations.
- Psychologist will support implementation of project activities.
- Psychologist will provide emotional and technical support and assistance to candidates.
- Psychologist will work closely with each candidate to ensure that the workflow is smooth.
- Psychologist will listen actively to each business idea and help them identify their strengths and weaknesses, in order to create the first sketch of the business idea.
- Psychologist are required to constantly evaluate participant development and keep a close eye on each candidate.



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- Psychologist will ensure that the working group made of all the 25 selected participants will be established. This activity will consist of the discussion and sharing of each business idea.
- Psychologist will assist the candidates in drafting a complete business plan. Subsequently, they will work towards perfecting it
- Psychologist will interview and assess each candidate to ensure that the most competent 15 candidates are chosen.
- Psychologist will involve participants in a series of team building activities.

Qualification, Knowledge and Experience:

- At least a Bachelor Degree in Business psychology or its equivalent in industrial psychology or human resources.
- Ability to assess Job performance, increase business efficiency and improve organizational structure.
- Personal flexibility and high motivation.
- Good skills in Microsoft Office.
- Experience in similar projects and working in teams.
- Excellent interpersonal and communication skills in both Arabic and English.
- Excellent planning and administration skills.

Please send CV with the position Psychologist by email at: vacancies@leadersinternational.org no later than 30/08/2020.

