



Terms of Reference

General Information

Project	:	DESTINATION EMPLOI
Activity Title	:	Labour Market & Mobility Expert
ToR Number (Please refer to it when applying)	:	04/DESTINATIONEMPLOI/2025
Location	:	Tunisia
Date of Announcement	:	February 21, 2025

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, Tunisia, Amman, and Ramallah, Leaders International offers complete project-management services, focusing on private-sector development, enterprise development, job creation, entrepreneurship, D4D (Digital for Development), economic policy dialogue, and tourism value chain development.

Project Background

The project "**Destination Emploi**" seeks to strengthen socio-economic integration in Tunisia by addressing the skill gaps in responsible and sustainable tourism. One critical area of intervention is empowering young people and vulnerable groups to pursue self-employment and entrepreneurial opportunities in the tourism sector. This involves identifying existing skill gaps and designing targeted training and support programs to enhance their entrepreneurial capabilities and foster innovation.

Objective

The objective of this assignment is as follows:

- Enhance Professional Mobility: Develop and implement a mobility programme that increases flexibility and adaptability for youth in managing careers and job searches across different regions.



- **Strengthen Skill Acquisition:** Support versatile skill development in responsible and sustainable tourism, ensuring that participants are better equipped for professional integration.
- **Inform Policy & Programme Design:** Deliver an in-depth labour market analysis to pinpoint critical gaps and opportunities, providing actionable recommendations for stakeholders in the tourism sector.

Scope of Work

The selected expert will be responsible for the following key areas:

Circular & Seasonal Mobility Programme

- **Programme Design & Development:**
 - Develop a detailed design for a Circular and Seasonal Mobility Programme linking inland regions (Ain Draham and Tozeur) with coastal areas (Monastir and Djerba).
 - Ensure the programme encourages professional mobility and fosters versatile skill acquisition in sustainable tourism.
- **Implementation & Monitoring:**
 - Oversee the rollout of the mobility programme, ensuring that it effectively supports career management and job search flexibility among youth.
 - Monitor and evaluate programme outcomes to measure increased adaptability and skill development.

Market Gap & Opportunities Analysis

- **Research & Data Collection:**
 - Conduct a comprehensive analysis of the labour market within the sustainable tourism sector.
 - Gather data to identify existing gaps and emerging opportunities that could influence future policy and programme design.
- **Analysis & Reporting:**
 - Prepare a detailed report outlining the current state of the market, highlighting areas of concern and potential growth.
 - Provide actionable recommendations based on identified gaps and opportunities, supporting strategic planning for future initiatives.

Deliverables

The selected expert should submit the below Deliverables:

1. **Mobility Programme Design Document:** A detailed design and implementation plan for the Circular & Seasonal Mobility Programme, including guidelines, timelines, and monitoring frameworks.
2. **Programme Implementation Report:** Documentation of the programme's rollout, including participant feedback and evidence of increased flexibility and skill development.
3. **Comprehensive Labour Market Analysis Report:** A thorough report identifying gaps and opportunities within the sustainable tourism labour market, complete with strategic recommendations.



4. Stakeholder Engagement Records: Documentation of consultations and collaborations with local authorities, tourism stakeholders, and industry experts to ensure alignment with overall project goals.

Qualifications Required

The selected expert should have:

- A bachelor's degree in tourism, business administration, project management, or a related field is required. Advanced degrees or relevant certifications are a plus.
- Demonstrated experience in designing or implementing mobility or skill development programmes is desirable.
- Proficiency in research methodologies, data analysis, and report writing.
- Experience working with youth, women, and other vulnerable groups.
- Excellent organizational and communication skills.
- Proven ability to engage with diverse stakeholders, including local authorities, industry experts, and community representatives.
- Knowledge of the Tunisian tourism industry and labour market dynamics is an asset.
- Fluency in French and Arabic; proficiency in English is desirable.

Taxes and Other Terms

- The offer should be including VAT
- For individual consultants, Applicable tax laws apply
- The selected expert shall be responsible for their transportation and accommodation, if needed
- Please address the offer to: **Leaders International/DESTINATIONEMPLOI**
- Please mention the ToR number **03/DESTINATIONEMPLOI/2025** in the email subject
- Please submit your application, in addition to your company profile or CV (Individual Consultants) to: procurement@leadersinternational.org, no later than **March 7, 2025** using **TND Currency**.

Disclaimer: This ToR does not form part of your consultancy contract and can be amended from time to time as the needs of the organization require.