

SOCIAL ENTREPRENEURSHIP, EMPOWERMENT AND COHESION IN REFUGEE AND HOST COMMUNITIES IN TURKEY PROJECT

Terms of Reference SOCIAL ENTREPRENEURSHIP SPECIALIST

Scope and Objective

In the scope of the Social Entrepreneurship, Empowerment and Cohesion Project (SEECO), a Social Entrepreneurship Specialist will be assigned to support implementation of the Project activities as set out under Component 1 and Component 2 such as development, design and implementation of social enterprise incubation and acceleration services and to supervise and provide technical assistance to project implementation agencies for building social entrepreneurship ecosystem.

The Social Entrepreneurship Specialist will work **full-time** for the Project and will be located in **Ankara**. However, since the implementation area of the Project covers 11 provinces, the job requires some travel throughout these provinces in Turkey.

Background

The SEECO Project is implemented by Ministry of Industry and Technology (MoIT) administered by the World Bank and financed by the European Union.

The proposed project of 39.5 Million EUR aims to support women and youth within refugee and host communities' transition into sustainable economic opportunities and increased social cohesion through the micro-grant support provided by the selected 5 Development Agencies (DAs) covering 11 provinces (Adana, Mersin, Gaziantep, Adıyaman, Kilis, Mardin, Hatay, Osmaniye, Kahramanmaraş, Diyarbakır, and Şanlıurfa), where vulnerable refugees mostly reside. The project aims at: (i) expanding economic opportunities for mostly women refugee and host communities through support for social enterprises and vital livelihoods facilities; and (ii) improving social cohesion among refugees and host communities through enterprise development and participatory engagement in livelihoods facilities.

The project will be implemented through three components, namely as (i) Social Entrepreneurship for Women and Youth in Refugee and Host Communities, (ii) Community Livelihoods-related Facilities in Refugee and Host Communities and (iii) Institutional Capacity Strengthening and Project Management.

Component 1 will finance activities to support social entrepreneurship in refugee and host communities in the target provinces. The project defines a social enterprise to include profit-making businesses that prioritize social or environmental impact while reinvesting profit primarily in their mission and/or benefitting target social groups through employment or other activities that may increase their income. For the purposes of the project, this includes, inter alia, businesses that are established with the mission of employing, or self-employing, refugees and other vulnerable members of the community (e.g. disabled, at-risk youth, etc.).

This component will directly benefit those receiving startup support services, subgrants, and employment in social enterprises; indirect beneficiaries are the buyers of goods and users of services provided by the social enterprises. Subcomponent 1A will finance support services for social entrepreneurs and Subcomponent 1B will fund subgrants for the incubation or acceleration of social enterprises. The elements of this approach aim to maximize the potential

for success of the project-supported social enterprises and enables the participation of less-privileged women and youth in social entrepreneurship.

Activities in Component 1 will be implemented by the Development Agencies (DAs) working with Community Implementing Partners (CIPs)) in an agreed number of cycles. Each cycle will start with the selection of beneficiaries (new and/or existing social entrepreneurs). Selected beneficiaries will receive training and coaching, and then be supported in submitting applications (in the form of business plans) for incubation or acceleration grants. Recipients of those subgrants will then be provided with continued mentoring.

In order to develop sustainable microenterprises, women (and other vulnerable) social entrepreneurs supported under Component 1 will need to access a range of supporting facilities. The development and survival of the business is not only a function of business and technical skills; women face a number of other constraints to their successful engagement in livelihood opportunities. While some of these are addressed in Component 1 through support services (training, mentoring, and coaching), others require local community-level, small-scale investments, without which social enterprises will flounder and/or be unsustainable, and social cohesion outcomes will not be achieved.

While the neighborhoods in the local authorities covered by the project are generally provided with basic services and infrastructure (such as roads, water, sewerage, and solid waste management), other services that would support women's participation in social enterprises are either unavailable or only partially available in most of the project locations. Such services include childcare facilities or kindergartens, access to community-based workshop facilities or maker-spaces, and access to local marketplaces.

To address these gaps in facilities, support the efforts of refugee and host community women to earn income, and promote dialogue and engagement of refugees, host communities, and municipal authorities around social enterprises, component 2 will finance: (i) the capacity building and facilitation activities for refugees and host communities to engage in participatory decision-making processes over local needs and priorities for livelihoods-related facilities under Subcomponent 2A; and (ii) the cost of establishing/renovating selected livelihoods-related facilities under Subcomponent 2B.

The implementation of the proposed project will follow World Bank Policies and EU Requirements. Component 3 will finance project management, M&E, and communications (and visibility) as well as the targeted capacity building of national (MoIT, DAs) and local actors (local authorities, NGOs, other stakeholders) to strengthen their capabilities to support women's livelihoods development in this project and in the future.

Qualifications and Skills

- University degree in development studies, public policy, policy analysis, economics, business administration, enterprise development, humanitarian or any other field related with social sciences,
- 4years of progressively responsible professional work experience in the field of social enterprise or enterprise development, innovation and social-economic development, women economic engagement,
- Demonstrated expertise in capacity building, mentoring, and project development support for social enterprise and entrepreneurs,
- Familiar with the current developments, research, best practices, on economic development models with a focus on social enterprise development would be an asset,
- Preferably 2 years of professional experience in design and/or implementation and/or delivery of trainings in the field of livelihood improvement and entrepreneurship,

- Experience in interacting and collaborating with public institutions, private sector, NGOs and/or international organizations,
- Experience in working with refugees, with issues of refugee entrepreneurship, refugee employment and access to services in Turkey is an asset,
- Working experience in the Project's target regions is an asset,
- Capacity to effectively communicate orally and in writing in both Turkish and English languages,
- Excellent interpersonal and communications skills,
- Demonstrated ability to work in a team,
- Have no restriction for travel,
- Teamwork skills,
- Analytical thinking and problem-solving skills,
- Adaptability to flexible working hours,
- Completed or postponed military service for male candidates (for Turkish citizens).

Duties and Responsibilities

- Provide assistance and guidance to the preparation of the community needs assessments, local market analyses including value chain assessments and training needs assessments and action plans for incubation and acceleration support services for each defined target area which will be conducted by related Development Agencies (DAs) and Community Implementing Partners (CIPs),
- Liaising with implementing development agencies (DAs) and CIPs to coordinate the cycles of incubation and acceleration services in the targeted areas.
- Provide guidance and direction to the training, coaching, and mentoring services for refugees and host community members to become successful social entrepreneurs,
- Ongoing technical assistance to CIPs for mobilization of community engagement activities for effective coordination with livelihood facilities investments.
- Provide support for additional national/local institutions to be engaged in project implementation,
- Provide guidance to the DA's and CIPs regarding the implementation of the social enterprise incubation and acceleration sub-granting programmes,
- Contribute agenda and design of the awareness-raising events (e.g. conferences/festivals) on social entrepreneurship,
- Identify shortcomings in the enabling environment,
- Support and supervise the cycles of social entrepreneurship incubation and acceleration services and related sub-granting schemes,
- Coordinate DAs for spot-checks of CIPs services and provide technical assistance audit processes.
- Coordinate institutional capacity building activities under Component 3 of the Project,
- Provide support for the development and monitoring of the implementation of an Institutional Capacity Needs Assessment and Action Plan under Component 3 on SE issues,
- Review of SE mobilization approach and lessons to inform targeting for later rounds of SE support service and granting cycles,
- Liaising with social specialist in carrying out activities related with citizen engagement framework and gender issues,
- Support to the MoIT in developing its strategy paper on the SE sector in Turkey to promote an enabling policy and legal framework for SE development based on project lessons,

- Provide support for the formation of business alliances in the private sector to raise awareness on responsible sourcing and to purchase goods and services from social enterprises,
- Replicate all tasks assigned to him/her for selected DAs under the Project if and when necessary. Support each and every DA in the whole process of their project related social entrepreneurship issues and ensure that they are carried out by the DAs in line with the Bank's requirements and principles,
- Maintain awareness of regulatory changes and inform MoIT PIU staff,
- Travel to project location sites as required to fulfill the relevant tasks of this assignment,
- Perform other qualified duties as assigned in this ToR.

Duration

The project has a 4-year duration. The planned duration of service of the Social Entrepreneurship Specialist is foreseen to start in January of 2022 until the project's extended closing date which is last quarter of 2024. Due to the phasing of the financing, a contract will be signed with the preferred candidate in two stages (December 2021 to December 30, 2022, and then after the extension of the Grant Agreement from January 1 2023 to October 2024). Two-month probation period will be applied by renewable 1-year contracts and additional input days will be requested from time to time till the end of the implementation, if performance is satisfactory.