

## Terms of Reference for the sub-contraction of “Development of Two New Curricula for Sports Professionals” for Skills4Sports Project

### Project Background:

In the MED region youth unemployment is twice as high as adult unemployment. In the Southern Mediterranean, young people are three times more likely to be out of a job (ILO,2017). Contrarily, prominent sectors, like the sports industry, face challenges finding the right skills for their rising needs. The European Association of Sports Employers and the UNI Europa Sports (European trade union federation), both observe skills shortages and mismatches, along with gender inequality in the sector. Furthermore, the Union for the Mediterranean has identified digital skills as a key for employability in the region, especially for NEETS and youth. The sports sector is thus in need for more skilled employees and at the same time capable to offer opportunities to the NEETS and youth. The sports industries of the Mediterranean region are showing significant rise in employment. The highest Annual Average Growth Rates, between 2012 and 2017, were observed in Greece (+19%), and Malta (+12%), accounting for 0.8% of total EU employment, with 4 in 10 workers being aged 15-29. The identical challenges and characteristics of the NEETS of the Mediterranean, as well as the frequent mobility of athletes and sports professionals, call for a cross-border approach to reduce the skills gap, offering new career opportunities. Skills4Sports aims to increase the employability of NEETS of the MED area by cultivating new professionals for the thriving Sports sector, reducing the mismatch of skills and involving key stakeholders in the process. The project will use innovative tools (web-platform, social media, MOOC) as well as traditional training methods to address the skills gap in the sports sector. NEETs of the region will be final beneficiaries, invited to develop transferable skills that will allow them to pursue different career paths in sports. 9 new curricula, 3 tools, 240 days of training, a support network, as well as a number of trained NEETs will be the main outputs of the project.

### **Experience and technical qualifications:**

- Minimum of 15 years of professional experience in the sports field
- Accredited by the ministry of education in Lebanon
- 1000 graduated students from the sports school
- 20 plus workshops in the sports field
- Health and fitness center
- Strong verbal and written skills necessary to communicate effectively within the organization as well as external customers
- Fluency in speaking, reading and writing English and Arabic;

# Skills4Sports

- Strong communications skills and ability to communicate with people at all levels, verbally and in writing; Fully computer literate.

## **General Competencies:**

- Excellent command of English and Arabic both written and verbal. French and Spanish are an advantage;
- Ability to work in a team in a multi-cultural environment;

## **Key Deliverables/Tasks**

Creation of 2 new curricula:

- Sports event Management
- Coaching and Leadership

## **Sports Event Management**

### **Curriculum Description**

In this course, trainees learn how event management methods enable successful planning for sports events. They apply the following skills to realistic scenarios:

- Evaluate the event management process
- Recommend event management tactics for successful planning and delivery of sports events
- Analyze the managerial challenges of planning and managing sports events
- Apply risk management strategies for sports events
- Evaluate qualities of successful leaders
- Create sustainable practices for sports events

In the process of proposing, planning, implementing, reviewing, and evaluating an actual event, trainees will need to integrate market research, marketing, human resource management, leadership, health and safety issues, security, logistical and financial management in an appropriate way. The emphasis is on the processes that surround the actual event itself.

The intended subject-specific learning outcomes:

- Discuss and apply policy, financial planning, and reporting procedures.
- Implement a marketing plan for the sporting event of their choice.
- Apply relevant Health, Safety, and Security legislation and procedures.
- Relate and apply the theoretical knowledge gained to successfully plan, implement, review and evaluate a sporting event.
- Demonstrate communication and presentation skills via the use of student-led presentations and working in groups on a

# Skills4Sports

variety of material.

- Demonstrate skills in information Technology through the preparation of event planning and proposals, budgets, and presentations.

## **Coaching and Leadership**

### **Curriculum Description**

This course explores an athlete-centered coaching model, what it is and how to apply its elements in daily coaching and team-building. The model applies to develop a team, a school program, a recreational program, or an individual athlete. Leadership in sports is emphasized but the correlation is made to business leadership and other high-performing cultures. Assignments are, largely, personally based, allowing the trainee to create a personal coaching plan that outlines the values and goals as a coach and a useful, step-by-step model for impacting those they lead.

Trainees will:

- Create an athlete-centered model of coaching by analyzing components, prioritizing them, and integrating them into a personalized coaching plan.
- Argue for justification of inclusion of the elements they chose in their plan using research-based supports.
- Compare and contrast transformational leadership to transactional leadership models and be able to classify leadership
- Associate the changes and demands of youth development, findings through research and general culture to the methods and needs of coaching, coaches, and business leaders

### **Timeline**

- Deadline to submit proposal: April 19, 2022

### **Budget and payment:**

The consultant should submit the total budget in the proposal with a detailed breakdown including applicable government taxes.

### **Submission of proposals:**

Interested applicants should provide a proposal covering the following aspects:

- Detailed response to the TOR
- Proposed methodology of the action plan.
- Proposed timelines

## Skills4Sports

- CVs
- Example of previous work
- Detailed budget, including daily fee rates, expenses, etc.

Please send your proposal, as ONE PDF document with the above-mentioned points, to René Moawad Foundation (Email: [nmachaalany@rmf.org.lb](mailto:nmachaalany@rmf.org.lb)) by April 19, 2022.