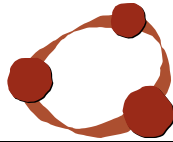


<p>Job Title & Purpose</p>	<p>Partnership Broker – ZBIDF Manufacturing Sector Skills Development</p> <p>In line with the ZBIDF work plan, the Broker will be play a leading role in the final scoping of the Manufacturing Sector Skills Development partnership interventions including the selection of pilot manufacturing sub sectors, mobilization of skills audit in the manufacturing sector, development of partnership agreements, secure partner roles and resources, support partnership management and monitor and measure effective skills transfer while ensuring sustainability.</p>
<p>The ZBIDF/Manufacturing Sector Skills Development partnerships and goals</p>	<p>The Zambia Business in Development Facility (ZBIDF) aims to systematically support, catalyse and scale cross-sector partnerships in order to unleash the power and resources of business on development goals while simultaneously achieving business benefits. Through this, ZBIDF will accelerate the pace of sustainable development in line with the National Development Plan and the MDGs (with a strong focus on job creation).</p> <p>The ZBIDF is supported by the Swedish International Development Cooperation Agency (SIDA) and the Embassy of Sweden in Zambia. For additional information see http://thepartneringinitiative.org/w/learning-influence/business-in-development-facility-driving-effective-partnerships-for-development/zambia/. The ZBIDF is hosted by the African Management Services Company/African Training and Management Services Project (ATMS) of UNDP.</p> <p>The Partnership in Manufacturing Sector Skills Development is proposed to increase the employability of participating citizens and develop a skilled human resource for enhanced firm productivity in the manufacturing industry. Key partners include Zambia Association of Manufacturers (ZAM), TEVETA (Technical Education, Vocational and Entrepreneurship Training Authority), Private Sector Development Reform Programme (PSDRP) and International Labour Organization (ILO).</p>
<p>Reports To/Line Manager</p>	<ul style="list-style-type: none"> ▪ Project Coordinator – ZBIDF ▪ Location: Zambia Association of Manufacturers Secretariat (Lusaka)
<p>Job Purpose</p>	<p>The Broker will work direct with the ZBIDF Project Coordinator and will be embedded closely to the manufacturing sector to define immediate and long term strategies to support the development of strategic partnerships in the skills development.</p> <p>Main responsibilities include support for the Skills Development Partnership (75%)</p> <ul style="list-style-type: none"> • Seeding the idea of partnering with potential partners, policy makers and / or donors – explaining how it can work and how it may be better than alternative approaches • Provide brokering services including scoping possibilities, identifying potential partners, making the “business case,” mobilizing resources, developing partnering agreements, managing the early stages, encouraging good partnering behaviour, protecting the vision and core principles of the partnership) • Facilitate access to partnership resources • Encouraging and role modeling good partnering behaviour that will help the partnership to function effectively and creatively <p>Support a partnership conducive culture in Zambia (25%) through:</p> <ul style="list-style-type: none"> • Facilitating partnership training, and the exchange of knowledge and experience • Raising awareness and building motivation around the role of business in development and the potential of partnership to achieve business and



	<p>development goals</p> <ul style="list-style-type: none"> • Creating opportunities for dialogue and partnership co-creation, including innovation spaces and matchmaking services
Technical Competencies and Skills	<p>Essential Competencies</p> <ul style="list-style-type: none"> • Ability to meet complex demands, by drawing on and mobilizing various resources (including skills and attitudes) in the context of the manufacturing sector. • Management of the partnership process • Experience in the manufacturing sector is an added advantage <p>Essential Skills</p> <ul style="list-style-type: none"> • Ability to inspire others with their vision of a more cooperative future and explain how partnership can work • Communication: active listening; concise speaking; synthesis and interpretation, written communications • Facilitation: manage 'encounters' between stakeholders in one-to-one meetings, small group activities or larger task-oriented workshops • Mediation and negotiation: help partners to differentiate between hardball and interest-based negotiation (aiming at win-win-win scenarios for all players)
Experience, qualifications and other requirements specific to the role	<ul style="list-style-type: none"> • Knowledge/experience of the private sector/manufacturing sector in Zambia • Understanding of the Zambia SME sector space and its challenges. • Demonstrate a clear understanding of the skills development levels and issues in the Manufacturing sector and Zambia generally. • Master's degree in Business Administration or in a related field.
Compensation	<ul style="list-style-type: none"> • Annual salary commensurate with experience • Performance bonus anticipated
Start date	<ul style="list-style-type: none"> • 1st July 2014.
Deadline for submissions	<ul style="list-style-type: none"> • Resumes accompanied by a cover letter should be emailed to andrew.bamugye@amscobv.com not later than 15th May 2014.