

Technical & Administration Roles for the USAID Private Sector Led Growth Activity in North Macedonia

Cardno Emerging Markets USA, Ltd. (Cardno International Development) seeks highly motivated and experienced individuals interested in being considered for illustrative positions for the upcoming USAID-funded Private Sector Led Growth Activity. The overall goal of this activity is to increase the productivity of micro, small, and medium sized enterprises (MSMEs) by a) introducing and incorporating new technologies, including digitalization, b) supporting demand driven professionals, c) contributing to easy access to affordable finance, and d) building a business-friendly ecosystem resulting from collaborative public-private dialogue.

Cardno International Development is seeking professionals in the fields of:

- **Digitalization:** Supports companies to introduce and implement new technologies and digital applications to improve productivity and profitability.
- **Workforce Development:** Provides expertise in workforce skills development efforts aiming towards enhancing the consistent supply of qualified workers to companies needing them, leading to more innovative and competitive firms. Designs and implements activities that bridge the communications gap between the labor market's demand and supply. Facilitates networking between private companies, education/training providers, research institutions, and funders. Works alongside industry leaders to develop and expand educational programs in a systemic and market-driven way.
- **Access to Finance:** Contributes to activities that mobilize financial capital and catalyze investment in MSMEs. Builds capacity of local transaction advisors to facilitate financing. Works within the local financial ecosystem to develop and expand debt and equity financing to MSMEs. Implements activities that build MSMEs' capacity and capabilities to obtain financing. Knowledge of the current policy and regulatory constraints related to finance and investment in North Macedonia and recent legislative reforms is preferred.
- **Business Enabling Environment:** Contributes to activities that help the Government of North Macedonia streamline its regulatory practices to improve the business operating environment. Provides technical advice and capacity building support to the government on implementing structural reforms and regulatory improvements. Contributes to improving the public's understanding of strategic reform efforts supported by the Activity to generate momentum. Engages the private sector to guide reform efforts. Strengthens public-private dialogue, specifically on topics such as trade, e-commerce, financial inclusion, and other business enabling reforms. Leads stakeholders to conduct constraints analyses and guides policy formulation. Ensures open channels of communication between the government, the private sector, and the general public. Builds capacity of industry associations to improve their communication abilities.
- **Gender/Youth:** Contributes to project design and implementation to ensure active participation of women and youth in all activities. Provides technical and advisory services on women's empowerment, gender equality, and youth inclusion. Responsible for assisting youth and women market actors in accessing market opportunities.

- **Monitoring, Evaluation & Learning:** Contributes to all aspects of MEL, as well as approaches to overall CLA and adaptive management. Works on a team to increase systemic improvements to break through barriers to progress in achieving program outcomes and ensures that work plan targets are met in a timely manner. Supports the design of the evaluation methodology and protocols for both performance and impact evaluations to support systemic improvements by providing critical information and evidence to inform problem definitions, impact measurements, and programmatic decisions at all levels.
- **Finance & Operations:** Supports all financial aspects of program, including grants management, project procurement, budgeting, and financial reporting. Ensures strong financial management and internal controls of program funds. Serves on a team to implement proper approval procedures and ensures that contractual documentation is appropriately filed (electronically and in hard copy). Must have experience and knowledge of USAID rules and regulations.
- **Communications Manager:** Works across program activities to develop and implement comprehensive external engagement and communications campaigns. Through direct engagement with the program's stakeholders, s/he will plan and coordinate the dissemination of announcements; research and recommend media engagement opportunities; write and edit copy for reports, websites, announcements, fact sheets, and other materials for a variety of internal and external audiences; and work alongside communicators and technical staff at USAID and Cardno ID to align and support their efforts.

Applicants should indicate which technical discipline to which they are applying by including it in the Subject Line of their Email.

Qualifications:

Senior-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Preferred education: Master's degree in a relevant field
- Minimum of 8-10 years of experience in relevant field
- Experience leading activities on donor-funded programs in similar context required; USAID experience preferred
- Excellent written and oral communications skills required
- Excellent written and spoken English also required

Mid-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Preferred education: Master's degree in a relevant field
- Minimum of 4-7 years of experience in relevant field
- Experience contributing to donor funded programs in similar context required; USAID experience preferred
- Excellent written and oral communications skills required
- Excellent written and spoken English also required

Junior-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Minimum of 0-3 years of experience in relevant field
- Experience contributing to international donor-funded projects preferred
- Excellent written and oral communications skills required

To apply, please submit your CV to recruit@cddid.com and put the position to which you are applying in the email's subject line.

>> <<

Equal Opportunity statement for U.S. based applicants: Cardno ID has a long-standing policy of Equal Opportunity in employment. Our practice is to fill positions by selecting applicants who can perform the work in a competent and professional manner. We do not discriminate on the basis of age, sex, race, color, religion, national origin, sexual orientation, gender identity, disability or veteran status. If at any time, you need an accommodation to apply, please contact Human Resources at recruit@cddid.com.

Cardno International Development provides practical, innovative, and sustainable results in international development with over 50 years of history in 150 countries. As facilitators of locally led drivers of growth, Cardno ID focuses on capacity building and empowerment, enabling long-term solutions and inclusive development. Visit our website at www.cddid.com to learn more about **Cardno International Development**.