

## **EBRD's BUSINESS CLINICS PROGRAMME FOR THE REPUBLIC OF CYPRUS**

### **Call for interest from coaches with expertise in: STRATEGIC PLANNING**

European Bank for Reconstruction and Development (EBRD) [Business Clinics Programme](#), launched in Nicosia, Cyprus on 10/06/2019, offers up to 32 free hours of individual coaching sessions by local or international experts, to a number of approved early stage Cypriot businesses. Coaching services should be delivered between 01/09/2019 and 30/11/2019. The objective of the Programme is to assist the founder/manager of each new business (coachee) to achieve sustainable growth and viability of their company.

GrantXpert Consulting Ltd, which has been selected by the EBRD as Project Manager of the above Programme, shall, in close collaboration with the EBRD, carefully select and appoint the appropriate coach to each coachee, taking into account the priority needs of the coachee's new business.

Eligible coaches/consultants, with specialisation and experience in **Strategic Planning of early stage enterprises are invited to submit their applications.**

#### **Main Responsibilities shall include:**

- Study company profile, operations and products so as to understand its specific needs in strategic planning, contributing to strengthening the viability and sustainable growth of the organization.
- In close cooperation with the coachee, identify the vision and mission of the company and link these with company strategy, performance goals, KPIs, etc.
- Assist coachees in preparing an objective and in-depth SWOT analysis of their business, along with its unique selling point, strengths/weaknesses of its main competitors and possible significant unmet customer needs/opportunities in the market.
- Propose implementation of an on-going strategic planning procedure, aiming at achieving its desired future goals. This procedure should include practical strategic tools, solutions and tactics for addressing effectively the specific strategic needs of the company so that it becomes more competitive and able to reach its full potential.
- Explain and analyze the following basic steps of the strategic planning procedures:
  - Determine relevant strategic goals/KPIs. Those goals should be SMART (specific, measurable, achievable, relevant and time-bound).
  - Propose effective action plans to achieve those goals.
  - Propose procedures and systems to monitor frequently and effectively actual performance against those goals with a view to implementing immediate corrective measures and re-assessing of strategic targets and action plans.

#### **Profile of potential candidates:**

- A holder of at least a Masters degree in Business Administration, Marketing and Strategy, Management Studies, Business Studies or in other related fields and/or comparative professional qualification in Management and/or Accounting and Finance. **An equivalent in working experience is also acceptable for the position.**
- Around 10 years post-qualification experience in a position with similar responsibilities as above.
- A proven track record of providing actionable solutions to similar coaching projects (such projects and their outcome to be described very briefly).
- Excellent organizational and time management skills.
- Outstanding communication and interpersonal skills.
- Excellent presentation skills.
- Critical thinker and problem solver.
- Eagerness to help young businesspeople in developing and growing their businesses further.

### **Key provisions of the contract to be signed by the selected coaches/consultants with GrantXpert:**

1. Description of the coaches' specific terms of reference, which should aim at solving the priority needs of the businesses to be coached, through 32 hours of individual coaching sessions during the period 01/09/2019-30/11/2019.
2. Reports to be prepared by coaches (on templates to be provided to them by GrantXpert):
  - Until end of September 2019, the initial coaching plan should be prepared and submitted to GrantXpert, which will validate the content against the reported business needs of the coachee, along with the relevant timeline.
  - By the end of October 2019, an interim report on the progress made should be submitted to GrantXpert for review/discussion, with a view to solving issues identified (if any).
  - By the 13th of December 2019, the latest, a final report with conclusions/recommendations should be prepared on the coaching service delivery for each business and submitted to GrantXpert for review and discussion.
3. Remuneration of **coaches/consultants**.
  - There is a maximum of €1000 (one thousand euros) for the total of 32 hours of individual coaching time to be delivered to each Coachee under provisions stipulated above.

### **How to apply to be a coach under the Business Clinics Programme:**

Interested applicants must provide the following:

- A recent and detailed CV (up to 5 pages max.).
- A separate document, in the form of a support letter, providing evidence of their qualifications, expertise and track record described analytically relevant to the quoted coaching profile. This resume is not necessary if their CV/short BIO covers satisfactorily the required information.

Applications with all the above documents should be submitted electronically via email to [charis@grantxpert.eu](mailto:charis@grantxpert.eu).

The deadline for the submission of applications is the 31<sup>st</sup> of July 2019.