

## **TECHNICAL ASSISTANCE DIRECTOR, CENTER OF EXPERTISE FOR INDUSTRIAL LAND DEVELOPMENT**

**Reports to:** Senior Director of the Center of Expertise for Industrial Land Development

MCA-Morocco seeks an experienced professional to fill the role of Technical Assistance Director at the Center of Expertise for Industrial Land Development (CEILD). CEILD is a unit within MCA-Morocco which is expected to be a center of technical expertise for best practices in sustainable industrial zone development in Morocco. The Technical Assistance Director will oversee activities related to industrial land reform and capacity building which are part of the Industrial Land Activity in the compact agreement between MCC and the Government of Morocco. The main activities overseen by the Technical Assistance Unit are as follows:

- Capacity building of the Ministre de l'Industrie, du Commerce, de l'Investissement et de l'Economie Numérique (MICIEN), as well as other stakeholders, including Ministries, local authorities and private sector actors, on best practices in zone development and the optimization of public and private sectors' roles in zone development and operation.
- Development of a new law on industrial zones, which will include extensive consultations and engagement with all relevant stakeholders.
- Development of national demand studies for industrial land and a long term strategy for planning of industrial zones.
- Creation of a database of industrial land that will provide an effective link between offerors of industrial land and those seeking industrial land and will include information about industrial land, including, for example, location, size, types of industries, population, labor availability, training institutions and other demographic and environmental data.
- Dissemination of national and international best practices in the development of sustainable industrial zones that takes into account successful experiences with public-private partnerships (PPPs), and the application of international environmental and gender and social inclusion standards.
- Manage partnerships and coordinate with other donors and institutions working in the industrial land sector in Morocco.

The Technical Assistance Director will lead one of three units that will be overseen by the Director of the CEILD, with the other two being the Demonstration Sites Unit and the FONZID (Le Fonds des zones industrielles durables) Unit. The Director will oversee a team of approximately four managers focusing on capacity building and knowledge management, legal and regulatory reform, communications and outreach and gender and social inclusion. The Director is expected to coordinate with and utilize expertise from the Demonstration Site and FONZID units as well.

## **Responsibilities:**

- Leads efforts related to the implementation of reform activities, including capacity building, legal reform, demand study and strategy development, database development and dissemination of best practices. This may include, but is not limited to:
  - Oversee design and execution of capacity building programs for GoM and other stakeholders in the industrial land sector
  - Oversee development of input to MICIEN on new industrial land law and support the advancement of that law in coordination with the Ministry; engage with other relevant Ministries and stakeholders on the development and execution of the law
  - Oversee demand study for industrial land in Morocco and input to the MICIEN's industrial land strategy based on identified demand
  - Oversee assessment of needs for enhancing MICIEN's industrial land database and identification and implementation of CIELD's support for that database
  - Lead development and dissemination of national and international best practices in the development of sustainable industrial zones
  - Develop terms of reference and oversee procurement and management of firms that will support technical assistance activities
  - Lead and oversee communications and outreach about the activities of the CEILD, including technical assistance, demonstration projects and FONZID.
- Oversee the technical assistance unit at CEILD that will manage technical assistance contracts and activities, providing capacity building and other support to industrial activity stakeholders. Director should also ensure technical assistance managers have the resources/guidance needed to implement the activity successfully and should identify and raise any risks or gaps in their performance or technical expertise.
- With the support of a project scheduler, ensure development of detailed workplans for technical assistance that incorporate inputs from all hired contractors. Oversee implementation of activities in accordance with workplan.
- Oversees the administration, use and control of the budget for technical assistance activities and develops budgets for future activities.
- Contributes to all required programmatic and financial reporting for MCA, MCC and other stakeholders.
- Coordinate activities with Directors of FONZID and Demonstration Sites to ensure that all CEILD resources are strategically utilized in support of overall industrial land activity objectives. All CEILD units are expected to share time and expertise with other units to ensure CEILD programming is coherent, consistent and benefits from all CEILD expertise.
- In collaboration with the CEILD Senior Director, represent and coordinate CEILD technical assistance work with key stakeholders, including central, regional and local governments, Moroccan and international business leaders, NGOs, associations, US Government officials

and other donors and organizations. Build, manage, and effectively leverage relationships with these stakeholders to maximize the impact of industrial activity technical assistance work.

- Other tasks and responsibilities as requested.

### **Qualifications and Experience:**

- University degree in business administration, communication, economics, law, geography, land use planning or other relevant discipline. Advanced degree preferred but not required.
- 10 or more years of experience, which includes experience with capacity building or technical assistance programs. Less than 10 years of experience is acceptable for exceptional candidates.
- Experience with spatial planning and zoning (urban and industrial) programs, development of sustainable industrial zones, including zones with high performing governance structures and environmental and social standards strongly desired. Experience with programming for gender and social inclusion in the industrial sector and/or related to enterprise development strongly preferred.
- Demonstrated experience and proven management skills in managing large, complex projects; experience and ability to manage a team; experience with team management in a matrix organization strongly preferred.
- Excellent and demonstrable interpersonal and organizational skills, work habits, judgment and initiative and proven ability to work under pressure, navigating between multiple government and non-government actors.
- Capable of building and maintaining productive relationships and partnerships with various stakeholders from government (both national and local), civil society, NGOs, private sector, and international donors and the ability to work in large, multi-cultural teams.
- Knowledge of Morocco and its government institutions involved in industrial land development, including, for example, the MICIEN, Ministry of Urbanism, Ministry of Environment, regional and local governments.
- Superior written and oral communication skills.
- Full computer skills in email, word processing, spreadsheets, the Internet, and familiarity with Management Information Systems and project management systems.
- Fluency in Arabic and French. Good written and oral communication in English is preferred.