

TERMS OF REFERENCES

Leadership Training Design and Delivery
for Her Cyber project: Empowering Women and Girls in Cyber

<p>About the British Council</p>	<p>The British Council is the United Kingdom’s international organisation for cultural relations and educational opportunities. Its purpose is to build engagement and trust for the UK through the exchange of knowledge and ideas between people worldwide. It seeks to achieve its aims by working in education, science, governance, English and the arts. The British Council was established in 1934 and incorporated by Royal Charter in 1940. It is registered as a charity in England and Wales (charity no. 209131) and Scotland (charity no. SCO37733). It is also an executive non-departmental public body, with the Foreign and Commonwealth Office as its sponsoring department.</p> <p>The primary charitable objectives of the British Council, as set out in the Charter, are as follows:</p> <ul style="list-style-type: none"> • Promote cultural relationships and the understanding of different cultures between people and peoples of the United Kingdom and other countries; • Promote a wider knowledge of the United Kingdom; • Develop a wider knowledge of the English language; • Encourage cultural, scientific, technological and other educational co-operation between the United Kingdom and other countries; • Otherwise promote the advancement of education. <p>The British Council works in more than 110 countries around the world and employs over 7,000 staff worldwide. Its headquarters is in the UK – with offices in London, Manchester, Belfast, Cardiff and Edinburgh.</p> <p>Further information can be found at www.britishcouncil.org</p>
<p>Project Title</p>	<p>Her Cyber: Empowering Women and Girls in Cyber</p>
<p>About the project</p>	<p>The over objective of the programme is to create a more inclusive and gender-diverse landscape in the cybersecurity field in Albania by increasing and promoting female participation in the cyber security workforce.</p> <p>This programme is designed to increase women's participation in the cybersecurity workforce in Albania, employing a holistic strategy that encompasses 1) educational pathways, 2) individual awareness, and 3) societal perceptions. Primarily, the programme strives to advance women's involvement in STEM fields, particularly IT, steering them toward careers in cybersecurity. This includes offering customized educational and professional development opportunities to inspire and support women and girls to pursue cybersecurity professions. Secondly, the programme aims to raise awareness among women and girls regarding the importance of cybersecurity through educational and outreach campaigns, dispelling myths and stereotypes associated with the profession. Finally, the programme seeks to raise awareness among various stakeholders, including government bodies, NGOs, business, and the media about the significance and value of female representation in cybersecurity. The idea is that this will in turn create an environment that actively promotes gender diversity in the cybersecurity workforce.</p>

<p>Relevant project outputs to be supported through this assignment</p>	<ul style="list-style-type: none"> • <u>Output 1: Increased Awareness</u>: More young women and girls are aware of the importance of cybersecurity and the opportunities available in the field. • <u>Output 2: Empowered Individuals</u>: Young women and girls feel empowered to challenge societal norms and pursue careers in cybersecurity. • <u>Output 3: Enhanced Skills</u>: Young women and girls have improved IT and cybersecurity skills and are better equipped to engage with the field. • <u>Output 4: Gender sensitive ecosystem</u>: Government agencies, media, CSOs and academia have better understanding of gender aspects of cyber security workforce.
<p>Project Timeframe</p>	<p>Project start: 09 September 2024; Project end: 31 August 2025</p>
<p>Timing, duration & location of the assignment</p>	<p>10 April – 31 May 2025 (15 working days)</p> <p>The exact location for the assignment is to be agreed at the outset of assignment.</p>
<p>Context and environment</p>	<p>Women's participation in the cybersecurity workforce has not kept pace with overall growth in the industry, despite it becoming one of the fastest-growing globally, employing 5.5 million people¹. Research suggest that women make up only around 25 percent of the global cyber security workforce.² This underrepresentation leads to a shortage of talent, a lack of diverse perspectives in addressing cybersecurity risks, and sustains an exclusionary culture within the field..³ While there is no reliable data on the participation of women in the cybersecurity workforce in Albania, there is an assumption that their representation is even lower than in the broader IT sector, where it currently stands at 28%.⁴ The scarcity of women in cybersecurity is tied to their overall limited presence in STEM fields, with annual statistics indicating that only 42.9% of STEM graduates in the Western Balkans are female.⁵ This gender disparity becomes more pronounced when considering their representation in STEM professions, where the figures are notably lower.⁶ The cause of this discrepancy lies in deep-rooted gender norms and societal stereotypes about women's roles in society, as STEM related professions and cybersecurity are often viewed by young women as the preserve of men.⁷</p>
<p>The Assignment</p>	<p>The British Council is seeking a highly skilled Technical Consultant specializing in leadership development training who will develop and implement The Leadership Training Programme for Women in Cybersecurity in Albania, which aims to empower and equip women with the skills and confidence needed to advance in leadership roles within the industry. This two-day training programme will be designed to enable the transition of 20 aspirational and early to mid-career professionals, team leaders and managers into more confident, capable and energised leaders. The programme will;</p> <ul style="list-style-type: none"> • Accelerate leadership potential and embrace a 'leader as learner' mindset • Explore strategies to understand and engage more effectively with team members and stakeholders • Understand and develop personal and authentic leadership skills • Identify and respond to challenges within the team and organization • Leverage the combined expertise of peers to progress individual and collective growth

¹ ISC2-Reveals-Workforce-Growth-But-Record-Breaking-Gap-4-Million-Cybersecurity-Professionals

² <https://cybersecurityguide.org/resources/women-in-cybersecurity/>

³ <https://online.champlain.edu/blog/why-we-need-more-women-working-cybersecurity>

⁴ <file:///C:/Users/milangnjidic/Downloads/WB%20Desi%20Report%202022%2025%2005%202023%20final%20HR.pdf>

⁵ https://ec.europa.eu/eurostat/databrowser/view/tps00217/default/table?lang=en&category=educ.educ_outc.educ_uoe_grad

⁶ Ibid

⁷ <https://cybersecurityguide.org/resources/women-in-cybersecurity/>

Purpose of the assignment	The purpose of this assignment is to support the successful implementation of the CybHER project.
Scope of work/ Activities to be performed	<p>The consultant will be responsible for designing and delivering a comprehensive Leadership Training Programme for Women in Cybersecurity that equips participants with leadership skills, confidence, and strategic capabilities necessary to excel in the industry.</p> <p>The consultant will:</p> <ul style="list-style-type: none"> • Develop a structured curriculum and training materials for the programme. • Design interactive and engaging learning methodologies tailored to women in cybersecurity. • Deliver the two-day training programme, ensuring active participation and skill-building. • Facilitate workshops, case studies, panel discussions, and mentorship sessions. • Provide post-training guidance and recommendations for participants' leadership growth.
Major outputs/ deliverables	<ul style="list-style-type: none"> • Training curriculum and session outlines. • Workshop materials, case studies, and presentations. • Post-training evaluation report, including participant feedback and recommendations
Place of delivery	Albania
Reports to	Project Manager
Child protection	<p>In performing this assignment, the trainer should get acquainted and comply with the British Council Safeguard policy. For this purpose, the British Council will require the consultants to undertake online training on Child Protection.</p> <p>The British Council believes that all children have potential and that every child matter - everywhere in the world. The British Council affirms the position that all children have the right to be protected from all forms of abuse as set out in article 19, UNCRC, 1989.</p>
Equal Opportunity and Diversity Statement	<p>The British Council aim to create opportunities and reduce barriers for everyone, particularly under-represented groups. We are committed to making sure there is no unjustified discrimination in our processes for recruitment and selection, performance management and pay, and that promotion and retention is fairly granted across all our operations.</p> <p>In performing the assignment, the trainer should get acquainted and comply with the safeguard policy of the British Council on Equality, Diversity and Inclusion (EDI). For this purpose, the British Council will require the consultants to undertake an online training on Equity, Diversity and Inclusion (EDI policies).</p>
Terms and conditions of engagement	<ul style="list-style-type: none"> ○ The trainer will be required to perform the assignment within 3 months ○ All outputs submitted to the British Council should be prepared in English. ○ The cost of translation of the data collection instruments and the final reports to the local languages will be borne by the British Council. ○ The cost of travel and accommodation will be borne by the British Council. ○ Prior to the start of the assignment, selected trainer will be required to undertake two online British Council courses focusing on: Safeguard policy and on Equality, Diversity and Inclusion.

Qualifications	<ul style="list-style-type: none"> ○ Master’s degree in social science, HR, Management or related fields with a minimum of 5 (five) years of experience in training and facilitation ○ Previous experience in designing and facilitating training on leadership ○ Experience in designing cyber security training for young professionals would be considered as an advantage. ○ Proficiency in English.
Payment schedule	Payments will be executed following at the end of the assignment.
Privacy policy	<p>The British Council will use information that you are providing only in connection with processing your application. We shall only pass this information to the Contracting Authority, the Foreign and Commonwealth Office. The data shall be processed solely for the purposes of the performance, management and monitoring of the contract by the Contracting Authority, without prejudice to possible transmission to the bodies charged with monitoring or inspection in application of relevant law.</p> <p>British Council complies with data protection law in the UK and the laws in other countries that meet internationally accepted standards. You have the right to ask for a copy of the information we hold on you, and the right to ask us to correct any inaccuracies in that information. If you have concerns about how we have used your personal information, you also have the right to complain to a privacy regulator.</p> <p>For detailed information, please refer to the privacy section of our website, www.britishcouncil.org/privacy or contact your local British Council office. As per contract conditions, any records must be kept for a seven-year period after the final payment made under this contract.</p>
How to apply	<p>Apply by sending:</p> <ul style="list-style-type: none"> - CV highlighting your experience relevant to this assignment - Cover letter, describing why you are the best fit for this assignment - Any certification supporting your relevant qualifications <p>to the following email account: gentian.leka@britishcouncil.org with a subject ‘Her Cyber Leadership Training’.</p> <p>Deadline for application: 7th April 2025, 17:00 CET</p>