



This project is funded by the European Union



NATIONAL RESOURCE CENTRE  
FOR CIVIL SOCIETY IN ALBANIA



PARTNERS ALBANIA  
FOR CHANGE AND DEVELOPMENT

Open call for

## NPO Academy Program

**NPO Academy** is an annual program, implemented by the Partners Albania, which contributes to enhancement of capacities of NPO executives and managers in regard to organizational development and management, financial sustainability, advocacy for common interest issues, strengthening of inter-sector cooperation etc. Since 2015, year in which the program was first launched, over 150 representatives of Albanian NPOs, with a wide geographic, sectorial and gender representation coverage, gained knowledge and skills in regard to effective management of their organizations in order to assist their stakeholders and wide public.

NPO Academy 2023 is organized by the **National Resource Centre for Civil Society in Albania**, a project financed by the European Union, implemented by Partners Albania for Change and Development in partnership the Albanian Center for Population and Development (ACPD) and the European Movement in Albania (EMA).

### General Overview

Civil Society Organizations (CSOs) in Albania play a significant role in increasing awareness and education of the community, activism and civic participation in policy-making, increasing transparency and accountability of local and central government, as well as providing services to local communities.

This role becomes even more relevant in terms of various important reforms that the country is undergoing and the important process of European integration. Progress Reports of the last years of the European Commission continue to reiterate and emphasize the empowerment of civil society as a key component of any democratic system. The engagement of civil society as a powerful partner in advancing priorities and agendas for addressing a wide spectrum of issues and problems in the country at the national and local level is considered essential, especially after the opening of negotiations for Albania's EU membership.

To play a more proactive role in fulfilling the functions and the above mentioned roles, CSOs still need assistance for their organizational development and consolidation, building partnerships and implementing strategic interventions to substantially contribute to social and economic development of the country.

The statistical data of Tirana Court show continues increase of the civil society sector in regards to the number of registered NPOs (only in the course of 2021, 278 new NPOs were registered). The legal and financial framework regulating the activity of NPOs has been subject to changes and amendments that have influenced the sustainability and activity of non-profit organizations as well as their relations with the state, therefore its knowledge and understanding by the sector

### NPO Academy:

- Serves as a space for non-formal education to enhance skills and develop competences of NPO executives;
- Increase the professionalism of participants through a unique curriculum, learning methodology and diverse professional expertise;
- Create generations of professional and committed NPO executives who will become change actors to contribute in the development of Albanian society.

The NPO Academy will be implemented on February – December 2023 and will be consisting on:

- ✓ **11 lectures** (2 sessions per month)
- ✓ **preparation and presentation of various assignments** regarding development of new / improved internal policies and procedures, financial formats, proposal formats and fundraising plans, communication tools etc.
- ✓ **individual coaching and mentoring sessions** according to participants needs in order to guarantee the implementation of the gained knowledge and competences during the Academy to respond to the needs of their organizations.
- ✓ **creating supportive (peer-coaching) groups** among alumni through regular informal meetings to share experience and enhanced networking and cooperation among CSOs.
- ✓ **participation in study visits** to CSOs, donors community, government institutions, and businesses- introducing to success practices, share experience and good models of NPO-Government cooperation, NPO-private sector, participatory processes, crowd sourcing, found raising etc.



## Application

The Academy is open to executives of Albanian NPOs in the position of the Director, Program Manager and Chairpersons of the Board/Assembly who aim the enhancement of capacities and their professional development in the sector, to build effective organizations serving the public and interest groups.

Interested candidates for the year 2021 are invited to apply by completing and sending the [Application Form](#).

Deadline for the submission of applications is **8th of February 2023, 17.00 hrs**.

## Criteria and Selection process!

The Academy will enable participation of sector representatives with a wide geographical distribution and diverse sub-sector representation.

**25 applicants** will be selected to attend the Academy 2023.

Academy literature and consultation of the case studies will require a good proficiency of English language.

### Criteria

Candidates will be selected based on:

- Motivation to attend the Academy;
- Relationship between individual professional growth and development of the organization they manage;
- Commitment to attend the entire program and implement all the required activities;
- Proficiency of English language .

### Process

- All interested candidates should complete and submit the Application Form no later than 8th of February, 2023.
- Selected candidates will be notified by 13th of February 2022.
- Only selected applicants will be contacted.

## Programme

Period	Sessions
22 February 2023	1. Academy opening - civil society sector trends of development and NPO legal framework.
17 March 2023	2. Organizational development and governance, human resources management and internal procedures.
5 April 2023	3. EU integration process and CSOs role.
26 April 2023	4. Financial management: Budgeting and accounting; Reporting to state authorities.
19 May 2023	5. Ensuring financial support through grants. Proposal writing and project management, EU grants.
8 June 2023	6. Strategic planning .
6 July 2023	7. Fundraising. Ensuring support through grants, public funds, philanthropy and working with the private sector".
8 September 2023	8. Mobilization of constituencies. Networking and coalition building .
6 October 2023	9. Advocacy and Lobbying.
27 October 2023	10. Participatory governance.
17 November 2023	11. Strategic communication for NPOs .
November 2023 14 December 2023	* Study visits * Graduation ceremony * Testing

If you require additional information, please contact Ms. Xhoana Zeqo, Coordinator of National Resource Centre for Civil Society in Albania at [info@resourcecentre.al](mailto:info@resourcecentre.al)

*Note: ACADEMY ADMISSIONS NON-DISCRIMINATION POLICY*

*In selecting the attendees, Partners Albania will be guided by the principle of non-discrimination on the basis of gender, religion, ethnicity or sexual orientation.*