

# **Request for Personnel**

Centre for International Migration and Development (CIM)

## **Who we are. What we do.**

The Centre for International Migration and Development (CIM) is the human resources placement organisation for German Development Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit -GIZ- GmbH – German International Cooperation)

We place managers and technical experts in Asia, Africa, Latin America, and Eastern and South Eastern Europe.

Our partners are competent, independent employers within our partner countries' civil services, private sectors and civil societies. On their behalf, we recruit experts from European Union and also partner-country experts who have been educated in Germany and would like to return to their home countries.

Our mission is to support our partners' contributions to their countries' development and the attainment of the goals set jointly by each partner country and the German Federal Ministry for Economic Cooperation and Development (BMZ). We accomplish this by supplying the demand of these countries for the kind of highly-qualified professionals they could not attract under customary national employment conditions.

## **REQUEST**

Institution: Cultural Heritage without Borders, Tirana- Albania.

## **What objective is your organization pursuing?**

1. Strengthen the vitality of civil society and accountability of institutions in the cultural heritage field
2. Cultural heritage is valued and utilised as a social, economic, cultural and environmental resource for civil society and government institutions at local level.
3. Preparation of an expanded corps of quality heritage professionals to meet the preservation challenges responsibly in a number of countries
4. Economic valorization of cultural heritage and its sustainable usage

## **What is the significant of your organisation at national level, regional and/or local level?**

CHwB has been active in Albania since 2009, currently registered as a local branch of the international Swedish NGO CHwB. However, CHwB Albania is headed toward becoming an independent member of a CHwB alliance, with its own Board and status as an Albanian NGO. Our work has primarily focused on the conservation of cultural heritage, using the process itself as an opportunity for training and raising public awareness about the values of cultural heritage in Albania. Its overall aim is to strengthen the notion of cultural heritage, as a resource for both economic and social development. Within Albania, Gjirokastra has virtually been the only place of activities. With the growing staff in the Tirana Office, and also due to the increased recognition of CHwB in the country, this situation is changing. In 2012 and 2013, CHwB has started the project for the restoration of the Hamam in Kruja, and has applied for projects in Voskopoja and Spaç. The latter is of additional interest since it concerns a building complex of historical rather than cultural interest - a former communist prison and labor camp, becoming increasingly important for the rehabilitation of the Albanian society as well as a spot for grief tourism. Another activity involves training in the restoration of movable (textile) objects. Taken together, this means a remarkable expansion both conceptually and in project locations. However, for a sustainable development of a sector, it's important for CHwB and similar organizations to see realistic links between cultural heritage and its economical valorization, and to compile effective strategies for this. In years to come this is a main focus of CHwB's work.

**Which other national/international organizations does your organization co-operate with?**

CHwB cooperates with the Ministry of Culture and the Ministry of Social Welfare and Youth in Albania, as well as other relevant institutions under those Ministries in Albania and the Western Balkan. Further to this, CHwB cooperates with Universities in the Western Balkan (i.e. the Faculty of Philology and History in Tirana), Universities in Sweden (Halmstad and Gothenburgh), and the University of Cottbus in Germany. CHwB further cooperates with the Non-Governmental sector in Albania, and in the Western Balkan (i.e. Co-Plan in Albania) and many other affiliated organizations.

**Which objectives and which improvements are to be achieved with the support of the CIM expert?**

1. The local community increasingly sees cultural heritage as an economic resource and as a means of improving quality of life.

1.1. Developing a set of tools for owners to see the economical value in sustainably using their heritage assets; i.e. business plans, suggestions on economical viability of using monuments for different purposes etc..

1.1.2 Developing suggestions on merging heritage with other initiatives; i.e. Bed & Breakfast with travel agency.

2. Further development of local heritage-based entrepreneurship.

2.1 Creating employment opportunities in the cultural heritage market, utilizing certified and self-taught craftswomen and craftsmen.

2.2 Creating new sources of income for local artisans through development of heritage-based products.

**As things stand today please list the three to five most important results to be achieved through the work of the expert during her/his period of assignment?**

- A number of monument owners sustainably using their monuments and are maintaining them in a proper way
- A number of small business started as a joint venture among small business providers; i.e. monument owner & tour guide
- A number of craftspeople started their own business in providing repair services and in providing materials for ongoing conservation
- A number of certified or self-taught craftsperson are employed

**What effort have you undertaken to fill the position with an expert national? Why is the position to be filled by an expatriate expert?**

The reputation of foreign experts creates a much higher acceptance in the Albanian society, than an Albanian would have. This significantly improves the results of the work of a foreign expert. Furthermore, being applicable also for the German labour market, the choice of a foreign expert to work in the Albanian environment underlines the motivation and idealism, which is necessary to create an impact on the Albanian society in order to effectively launch local economic development and employment promotion. For us, it was so far impossible to find an equally trained and motivated Albanian, who willingly would work in the local society. The German or Western point of view of an expert, which is orientated on quality standards, creates the necessary potential for marketization of cultural heritage. Therefore, the knowledge of best-practice examples would help developing successful and market orientated results. Nevertheless, a high knowledge and sensitivity for the local community is needed, including also language skills. For this reason, we request a young, motivated international expert.