

**TERMS OF REFERENCE (ToR)**

# Expert on Entrepreneurship Education

*Project: Capacity building of teachers in technical and vocational education colleges on sustainable entrepreneurship*

<b>Implementing partner</b>	German Sparkassenstiftung for International Cooperation (DSIK) within the framework of the PSD/TVET program of the Gesellschaft für Internationale Zusammenarbeit (GIZ)
<b>Indicative assignment period</b>	June 2026 – July 2027, with inputs during content review, Micro Business Game (MBG) integration, piloting and ToT
<b>Duty station</b>	Yerevan-based, with travel to selected TVET colleges and consultation with relevant stakeholders, as required
<b>Reporting line</b>	Country Director and Project Coordinator of DSIK in Armenia, in cooperation with the national expert pool

*This Terms of Reference is based on the project concept and work plan. The final sequencing of tasks may be adjusted at inception to match contracting timelines, availability of draft materials and decisions of the project steering / technical coordination arrangements.*

## 1. Background and project context

Within the “Private Sector Development and Technical Vocational Education and Training Armenia” GIZ program on (PSD TVET Armenia), German Sparkassenstiftung for International Cooperation (DSIK) implements the initiative "Capacity building of teachers in TVET colleges on sustainable entrepreneurship". The project aims to review the existing entrepreneurship curriculum, integrate the Micro Business Game (MBG), develop modern teacher and student reference materials, and strengthen the capacity of master trainers and teachers for rollout across participating TVET colleges in Armenia.

The intervention responds to current reform and labor-market needs in Armenia: the TVET system requires more outcomes-based, practice-oriented and simulation-rich teaching; micro, small and medium enterprises (MSME) development requires entrepreneurial, digital and green competences; and the updated VET policy environment creates opportunities for micro-qualifications, competency-based delivery and closer collaboration between education providers, National Center for Vocational Education and Training Development (NCVETD), Ministry of Education, Science, Culture and Sport (MoESCS) and the private sector.

The assignment is expected to contribute directly to the project work plan, particularly curriculum review, support in [MBG](#) integration, piloting, Training of Trainers (ToT) of the master trainers, final curriculum consolidation, teacher and student support materials, support in quality assurance, and final recommendations for scale-up and institutionalization.

## 2. Objective of the assignment

The Entrepreneurship Expert will lead the content-related revision of the entrepreneurship curriculum and ensure that it reflects contemporary Armenian and international practice in entrepreneurship vocational education, MSME development, sustainable business and digital transformation.

The expert will also ensure meaningful integration of the Micro Business Game (MBG) and related case-based learning tasks so that teachers and learners gain practical exposure to innovative entrepreneurial decision-making, customer orientation, resource management and market dynamics.

## 3. Scope of work and key responsibilities

- Review the existing entrepreneurship curriculum and related manuals from a content perspective and identify outdated, redundant or insufficiently practical components.
- Develop updated module outlines and content recommendations that integrate entrepreneurial mindset, opportunity recognition, business modelling, customer understanding, finance basics, sustainability, circular economy and digital skills/tools for entrepreneurs.
- Lead the preparation of comprehensive learning and teaching<sup>1</sup> guidebook with lesson plans, facilitation tips, required materials, estimated duration, reflection prompts and optional adaptation ideas.
- Lead the development of an activity toolkit with interactive exercises, MBG-linked tasks, group work formats, energizers, reflection tools and simple digital learning options
- Support the localization and integration of the MBG, including the alignment of simulation rounds/phases, debriefing logic and classroom timing with the revised curriculum.
- Prepare a facilitator-oriented MBG integration guide covering preparation, session flow, scoring logic, reflection questions, expected learning outcomes and troubleshooting notes.
- Design Armenian MSME-oriented scenario tasks for pilots and ToTs, with particular attention to local market relevance and practical decision-making.
- Participate with the project coordinator in discussions with relevant stakeholders to ensure that updated content is realistic and linked to current economic opportunities and constraints.
- Supporting the piloting and ToT workshops through technical input, coaching and review of how entrepreneurship content is delivered in practice.
- Contribute to the refinement of the final curriculum package and to the preparation of final recommendations for nationwide rollout and continued institutional use.

## Deliverables and indicative timeline

The Entrepreneurship Expert will work against deliverable-based milestones. Timing is indicative and may be fine-tuned during inception.

No.	Deliverable	Indicative expert days
1	<b>Content review and gap analysis note</b> identifying gaps, update priorities and proposed content direction for the revised entrepreneurship curriculum, based on the agreed framework and project objectives	3 expert days

<sup>1</sup> See the link to the [previous](#) teaching materials.

2	<b>Updated module outlines</b> (teaching guidebook) with detailed content recommendations, learning-outcome logic and integration points for practical entrepreneurship activities, MBG, sustainable entrepreneurship, digital entrepreneurship and Armenian MSME-relevant examples	25 expert days
3	<b>MBG integration guide</b> outlining the facilitation flow, curriculum placement, debriefing structure, localization notes and practical guidance for using MBG as an applied entrepreneurship learning tool	2 expert days
4	<b>Technical input to piloting and ToT workshops</b> for master trainers and selected college lecturers, including facilitation or co-facilitation of selected sessions, support to MBG-related reflection, observation of content usability and collection of feedback.	9 expert days
5	<b>Final entrepreneurship content revision note</b> after pilots and ToTs, summarizing feedback, final content adjustments and recommendations for rollout, teacher support and continuous improvement.	6 expert days

## 5. Working arrangements and coordination

- The Entrepreneurship Expert will work closely with the Pedagogical Expert and the other working group experts to ensure that content choices are reflected in the learning-outcome and assessment logic.
- Close collaboration with the Methodologist is required so that entrepreneurship content is translated into workable lesson plans, activities and teacher guidance.
- The expert may contribute to briefings or consultations with NCVETD, GIZ, MoESCS, college representatives and external ecosystem actors.
- All materials shall be submitted in editable format and aligned with the project's terminology and formatting standards in Armenian.

## 6. Duration, level of effort and travel

Indicative level of effort: 45 expert days.

The highest input is expected during the curriculum and MBG update phase, followed by lighter but strategic contributions during piloting, ToT and final revision.

Travel may be required for selected field visits, piloting support or consultations. Travel expenses are to be covered by the expert. Accommodation, where necessary, will be covered by DSIK Armenia. Invoices for this must be sent directly to DSIK by the accommodation provider.

## 7. Required qualifications and experience

- University degree in entrepreneurship, business administration, economics, sustainable development or a related discipline; postgraduate qualification is an asset.
- At least 7 years of relevant experience in entrepreneurship education, MSME advisory services, business development support or experiential training and adult education design.
- Demonstrated experience in designing practical entrepreneurship content for learners, teachers or business support programs.
- Strong understanding of Armenian MSME realities and the ability to translate market insight into training content and classroom cases.
- Experience with simulations, business games, challenge-based learning or comparable experiential training tools is strongly preferred.

- Excellent communication, facilitation and drafting skills in multicultural and multi-stakeholder settings.
- Intrinsic motivation to contribute to improvements in the TVET environment and students' learning experience and quality in Armenia.

## 8. Core competencies

- Good understanding of the local market and applied business thinking.
- Ability to convert complex business topics into accessible learning content.
- Collaborative approach and responsiveness to stakeholder feedback.
- High standards in practical usefulness, clarity and future-orientation.

## 9. Administrative and contractual notes

The expert shall respect confidentiality and project visibility requirements and ensure that all content is original, appropriately sourced, and suitable for institutional use in Armenian TVET settings. Deliverables will be subject to review and acceptance by the contracting authority.

**Language of work:** Armenian and English

**Document format:** All work outputs shall be delivered in editable Word format unless otherwise requested.

**Acceptance:** Deliverables are subject to review and formal acceptance by the contracting authority.

For questions:

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