TERMS OF REFERENCE.

FOR THE GENERALIST MENTOR OF GCIP MOLDOVA.

PROJECT CONTEXT

The United Nations Industrial Development Organization (UNIDO), with its unique mandate to support inclusive and sustainable industrial development, has partnered with the Global Environment Facility (GEF) to address the most pressing global environmental challenges of our time. Through fostering innovation and entrepreneurship ecosystems, UNIDO and GEF seek to promote affordable and scalable solutions, enabling countries to leapfrog to climate and clean energy technologies (cleantech) through the Global Cleantech Innovation Programme (GCIP).

GCIP fosters an ecosystem approach that supports cleantech innovations in existing and new SMEs and start-ups through the provision of catered tools and methodologies that enhance their productivity and competitiveness while promoting a supportive policy and regulatory framework on a national level. The GCIP takes a competition-based approach (accelerator) to identify a pool of promising entrepreneurs and support them through ongoing mentoring, webinars and networking events to grow their innovative ideas and concepts into fully-fledged products and services ready for entering the national and global markets.

The GCIP is comprised of three programmatic pillars that are interlinked as described below:

- Pillar 1 on acceleration and investment facilitation focuses on identification and growth of start-ups, with interventions targeting the private sector (enterprises).
- Pillar 2 on cleantech ecosystem strengthening and connectivity aims to support the national ecosystems with intervention targeting national institutions, ministries, financial institutions, other key national stakeholders, as well as facilitate collaboration among the ecosystems.
- Pillar 3 on programme coordination and coherence will provide strategic guidance for efficiency and effectiveness in achieving impact among GCIP countries, with interventions designed to enhance coordination among GCIP projects teams at national and global levels, and with project executing partners.

Under the GCIP Framework, the "Clean technology innovation programme for SMEs and start-ups in the Republic of Moldova" (GCIP Moldova is developed to support Moldova's cleantech enterprises (SMEs and start-ups) to develop and scale up its solutions and to scale-up the market adoption of cleantech innovations, thus leading to a reduction in GHG emissions and resource consumption. Furthermore, the project will facilitate increased investment, job creation and cleantech market development. The focus of the project will be on enhancing institutional, market and ecosystem capacities to support emerging clean technology start-ups and strengthening policy frameworks and mechanisms for technology innovation in and by SMEs. By using a cross-sectoral and multi-tiered approach to build sustainable conducive business environment for cleantech innovation and entrepreneurship, the project's approach will combine a competition to identify the most promising innovation entrepreneurs (start-ups and SMEs) across a country with a local business acceleration programme, which will support, and de-risk selected entrepreneurs/companies and connects them to potential investors, customers, and partners.

To this end, GCIP Moldova consists of three components in line with the above-described three programmatic pillars, as outlined below:

- Component 1: Transforming early-stage innovative cleantech solutions into scalable enterprises
  Component 1 aims at providing direct support to early-stage enterprises to enhance their capacity and competitiveness, and to leverage market opportunities. More specifically, Outcome 1.1 focuses on entrepreneurial training and business acceleration support, and Outcome 1.2 on advanced business growth and investment facilitation services to the cleantech enterprises at growth stages that demonstrate market traction and sales evidence and can benefit from specialized support.
- Component 2: Cleantech innovation and entrepreneurship ecosystem (CIEE) strengthening and connectivity
  The policy framework and institutional capacity are integral parts of GCIP's "ecosystems approach", and of strategic relevance in ensuring that the outputs and outcomes of the project are contributing to the national priorities and are sustained after the project closure. Therefore, the objective of the Component 2 is to build capacity of the EEA and other key CIEE stakeholders at local and national levels in Moldova to engage in cleantech acceleration and commercialization. Further, the GCIP Moldova will assist the government in improving national policies and regulations that are conducive to cleantech innovation and commercialization.
- Component 3: Programme coordination and coherence
  The activities under Component 3 aim at ensuring that the achievements of the GCIP Moldova are captured and communicated globally, as well as that the GCIP Moldova and other GCIP country projects are implemented in a coherent and coordinated way. To this purpose, EEA is expected to collaborate with the GCIP Framework through the global PEEs, as well as to contribute to information gathering, knowledge sharing, and dissemination efforts.

RESPONSIBILITIES:

Generalist Mentors are key assets for the entrepreneurs that are accepted into the Accelerator program.

Generalist Mentors are invited to coach and support companies with feedback for final deliverables such as the investor pitches, financial models and summaries.
The mentorship program will be according to UNIDO's criteria developed for the GCIP Project.

Time Commitment: 1 to 2+ hours per week per team and will include but not limited to:
- Guiding and facilitating the growth and development of less experienced semifinalists and taking joint responsibility, ensuring that the working process is organized satisfactorily.
- They are developing Worksheets, Executive Summaries, Investor presentations, etc to help companies get more organized and achieve specific KPIs.
- Ensure the team follows the schedule and the deadlines are met.
- Identifying Specialist Mentors as needed.
- Attending Academy, Business Clinics, planning sessions, mock judging, judging.
- Building strong partner, customer, investor, and Advisory Board relationships.
- Making sure to find another way to solve any obstacles along the way and helping in identifying UNIQUE AND COMPELLING solutions.

EXPECTATIONS:

Generalist Mentor is expected to:
- Retaining broad knowledge for the execution of the works.
- Having experience as an entrepreneur, and investor in the field.
- Having necessary skills for mentoring early stage entrepreneurs, in order to help development products happen.
- Completing the UN's 'I-know-gender' training program.
- Understanding the key aspects of the GCIP accelerator program cycle and fundamental concepts of how engagement as a GCIP mentor may differ from other mentoring programs they may have participated in.
- Learning about the GCIP process, and methodologies, to ensure effective collaboration among the participants.
- Attending the GCIP National Academy.

RULES AND GUIDELINES

- Providing expert mentoring support throughout the innovation process.
- Consulting the participants for inputs and recommendations.
- Mentoring only one team from the program.
- Experience working with early-stage and clean technologies.
- You must accept the mentoring terms and conditions and our expectation is that you will not talk in any way with any of the judges, concerning any aspect of any competitor or their competition entry.
- You must not have any form of commercial interest in a mentee's team or consider becoming part of a mentee's team or employed by them.
- Avoid contacting other teams you are not mentoring, concerning their entry or discussing joining their team or investment opportunities.

TIPS FOR MENTORS:

- Establishing clear expectations with the team: the mentor is advising and encouraging, and the team itself is responsible for doing the work and meeting milestones.
- Scheduling meetings and engagement sessions (once a week is recommended)
- Treating all the information as confidential.
- Having a professional approach and ethical behavior to the mentoring relationship.
- Encouraging trust and confidence in how semifinalists handle data.
- Providing competent advice, matching the collective team's suggestions.

MINIMUM ORGANIZATIONAL REQUIREMENTS

Education: University degree in engineering, sciences, economics, law, business administration, social sciences, international relations or other relevant discipline is **required**.

Technical and Functional Experience:
- Minimum 5 years of relevant professional experience in areas related to energy, environment, business administration, financing, capacity building, training, comunication, experience in working with new technologies in the energy sector (renewable energy and energy efficiency) is an important advantage;
- Experience in organizing and leading public meetings;;

Languages: Fluency in written and spoken English and Romanian is **required**. Knowledge of Russian is an asset.

REQUIRED COMPETENCIES

Core values:
WE LIVE AND ACT WITH INTEGRITY: work honestly, openly, and impartially.
WE SHOW PROFESSIONALISM: work hard and competently in a committed and responsible manner.
WE RESPECT DIVERSITY: work together effectively, respectfully, and inclusively, regardless of our differences in culture and perspective.

Key competencies:
WE FOCUS ON PEOPLE: cooperate to fully reach our potential –and this is true for our colleagues as well as our clients. Emotional intelligence and receptiveness are vital parts of our identity.
WE FOCUS ON RESULTS AND RESPONSIBILITIES: focus on planning, organizing, and managing our work effectively and efficiently. We are responsible and accountable for achieving our results and meeting our performance standards. This accountability does not end with our colleagues and supervisors, but we also owe it to those we serve and who have trusted us to contribute to a better, safer, and healthier world.
WE COMMUNICATE AND EARN TRUST: communicate effectively with one another and build an environment of trust where we can all excel in our work.
WE THINK OUTSIDE THE BOX AND INNOVATE: To stay relevant, we continuously improve, support innovation, share our knowledge and skills, and learn from one another.