

## General Overview

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Non-profit organizations (NPOs) in Albania operate in a very dynamic environment and play a significant role in country development through their diverse competencies and operation areas. Over the last two decades, NPO sector in Albania has grown bigger and manages substantial financial resources.

Despite the experience gained, in order to attain significant results, NPO sector needs development programs to improve skills related to organizational development, management, sustainability, mobilization of supporters to build advocacy and lobbying campaigns etc.

The sector needs to know and understand the legal and fiscal framework related to its operation and its relations with the state, improve coordinated actions for an effective participation in decision-making and policy-making, build its identity and image as a key change actor and contributor in the country development.

The role of non for profit organizations as promoters of change depends on their maturity, competence, preparedness and capacity to successfully cooperate with country strategic partners.

Aiming to fill the knowledge and skills “gaps”, Partners Albania launched for the first time in 2015 the **NPO Academy**, a program which offers education and development opportunities for NPO executives.

Through contemporary learning approaches and multidimensional experience exchange, NPO Academy 2015 offered to 17 NPO executives across the country, great opportunities for knowledge and skills enhancement, cooperation, networking and partnership possibilities with similar organizations in country and abroad.

Following the successful experience of the last year, Partners Albania is pleased to announce the  
**“NPO Academy 2016”!**

### **The NPO Academy:**

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

## **Application!**

### Application

The Academy is open to executives of Albanian NPOs, who aim the enhancement of capacities and their professional development in this sector, to build effective organizations serving the public and interest groups.

Interested candidates for the year 2016 are invited to apply by completing the Application form: [http://www.partnersalbania.org/Forma\\_Aplikimit\\_Akademia\\_OJFve2016.docx](http://www.partnersalbania.org/Forma_Aplikimit_Akademia_OJFve2016.docx)

Deadline for the submission of applications is **February 29, 2016** 17:00 hrs.

## **Criteria and Selection Process!**

### Criteria and Selection Process

The Academy is open to executives of NPOs in the position of Director of the Organization, or Chairperson of the Board/Assembly. The Academy will enable participation of sector representatives with a wide geographical distribution and diverse sub-sector representation.

A part of the program is planned to be in English language. Academy literature and consultation of the case studies will require a good proficiency of English language.

30 applicants will be selected to attend the Academy 2016.

#### **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 February 29, 2016
- Selected candidates will be notified by March 10, 2016. Only selected applicants will be contacted.
- Selected candidates will be tested on their English language proficiency, prior the confirmation of participation in the Academy.

Sessions	Curricula
Session I	Academy Opening, Civil society sector trends of development and NPO legal framework
Session II	Organizational development and governance, Human resources management and internal procedures
Session III	Financial management -Budgeting and Accounting -Reporting to state authorities
Session IV	Ensuring public support and working with the private sector. Fundraising and Philanthropy
Session V	Ensuring Financial Support through Grants. Proposal writing and management – EU grants
Session VI	Strategic communication for NPOs
Session VII	Models of participatory processes. Participatory governance
Session VIII	Mobilization of Constituency, Sector and Cross-sector Collaboration, Networking and Coalition building
Session IX	Advocacy and Lobbying
Session X	Strategic planning
	Study visit in Slovakia – It will be organized in cooperation with Partners for Democratic Change Slovakia, to share best practices, achievement of the sector, challenges of cooperation across sectors etc.
	AWARDING CEREMONY

The Academy program will be delivered March through November, with a break during July-August. Two sessions will be delivered each month.

If you require additional information, please contact  
Mrs. Jonida Alite, Training Director  
email: [jalite@partnersalbania.org](mailto:jalite@partnersalbania.org)

**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.