

## **Call for Empanelment of Experts for Consultancy Project at Addis Ababa, Ethiopia**

NIFT has signed a three years Twinning Agreement with Ethiopian Textile Industry Development Institute (TIDI), based at Addis Ababa, the capital city of Ethiopia ([www.tidi.gov.et](http://www.tidi.gov.et)). As per the proposed agreement, NIFT would be capacitating the TIDI enabling it to provide training to their staff and to the participants from the Garment industry in the area of Fashion, Manufacturing and Marketing on continuous basis. A project brief with objectives and proposed activities is enclosed herein for reference as **Annexure.**

The project demands experts with sound industry experience in the areas of apparel manufacturing, marketing and merchandising. The period of assignment may vary from minimum 2 months to 3 years. Applicants willing to join the team are called forth to contribute in meeting the objectives specified herein. Remuneration includes air travel, free accommodation and tax free pay.

***Interested or have further query? Please contact Prof. Sameer Sood, Project Director at [director.projectETIDI@nift.ac.in](mailto:director.projectETIDI@nift.ac.in) . Please e-mail your resume clearly mentionig your experiences.***

**NIFT - TIDI Twinning Agreement - Project Brief**

In order to steer the development of the Ethiopian Textiles Sector and address the emerging needs of the industry as well as to ensure its sustainable development, one of the important steps the Government of Ethiopia has undertaken, is the establishment of the Ethiopian Textiles Industry Development Institute (TIDI).

The Ethiopian Textiles Industry Development Institute (TIDI) is expected to support the Textiles and Apparel sector all the way along with the value chains starting from investment up until marketing end by providing training, benchmark implementation at company level, consultancy, research, testing and information services and assist in marketing activities. In addition, it is a nodal organization to coordinate various activities related to the sector.

However, developing and supporting the Ethiopian Textiles Industry by way of availing the required skilled human resources and other technical and managerial capacity building is beyond the current capacity of TIDI. Taking into consideration this fact, it is believed that TIDI needs to undergo a major transformation in order to fulfill its objectives and responsibilities. The principal objectives of this transformation is "transforming TIDI into a globally competitive centre of Excellency in the field of Textile and Apparel sector so as to enable it to become competent and capable in providing all necessary support and services to the sectors' development."

To discharge its obligation properly and successfully, TIDI has collaborated with NIFT in a form of twinning arrangement. An agreement has been signed between NIFT and TIDI to achieve following objectives:

1. Building up the capacity of TIDI enable it to provide regular and continuous training to its staff and participants from garment manufacturers in tandem with the vertical development of textiles and garment industries on a sustainable basis;
2. Developing the managerial and technical capability of the TIDI by assigning key managerial and technical responsibilities to the twinning partner;
3. Designing and implementing suitable management system to suit the new system requirements for continuous improvement;
4. Developing the capacity of the TIDI to provide consultancy and technical services to the garment industries and also consult and advice the Government on policy issues based on the situation in the sector and international best practices;
5. Designing and preparing courses in all areas of the garment sector and also enabling TIDI to do the same
6. Providing training on market analysis, intelligence and forecasting;
7. Providing leadership training to the TIDI staff and industry personnel
8. Conducting applied researches that can help to curb problems of the industry.
9. Benchmarking implementation at company levels in order to bridge the gap between the sector's performance and international benchmarks,

## **The brief of various activities planned are:**

- **Diagnostic Study Missions for Human Resource:** To assess the Technical knowledge and skill levels of personnel of TIDI/TVETs to identify and create appropriate learning platform
- **System Design:** To study the present organizational (TIDI's) structure and management system and design and assist TIDI in implementing new system to suit the changing requirements and to provide scope for continuous improvement.
- **Course Curriculum Development:** To develop new courses to upgrade the knowledge and skill of TIDI/TVET executives and therefore enhancing the overall efficiency of textile and apparel industry.
- **Training of Trainers (TOT):** To enhance the knowledge and upgrade skills of TIDI/TVET trainers and improve teaching effectiveness.
- **Generic Training Program:** To solve generic problem areas through Training programs by inviting participants from industry and academics and thus increase their productivity.
- **Customised Training programs:** To provide custom made solution to the problems faced by a specific organization/types of organisations.
- **Diagnostic Study Missions for Technological Advancements:** To assess the existing level of technology in plant and machinery and IT applications in academic institutes and apparel industry. Thereby identify the gaps and suggest the most appropriate mix of technology for improvement of the overall efficiency by enhancing the productivity.
- **Study Meetings:** Knowledge dissemination on emerging issues and challenges for policy, planning, and decision making through brainstorming by subject experts identified by the Technical partner and TIDI.
- **Consultancy Projects:** Increasing competitiveness of Ethiopian apparel by providing consultancy in the areas of apparel manufacturing and marketing. Capacity building among TIDI personnel to undertake similar industry assignments in future.
- **Seminars:** Knowledge and experience sharing as well as learning different viewpoints on a single theme; Keeping abreast with latest developments.
- **Forum/Conferences:** Knowledge and experience sharing as well as learning different viewpoints on multiple themes. Keeping abreast with latest developments in Technology and Management theories and International best practices.
- **Research:** To prepare the research paper/technical paper/base paper underlining either the root cause of a practical problem/s and/or to improve the existing condition.
- **E-Learning:** To enable/facilitate off-campus, flexi-time variable pace learning, and to standardize the content of courses for which curriculum is developed.