

## NORCODE Consultants – Call for tender for 2017

### Project background

The Norwegian Copyright Development Association (NORCODE) is an organization committed to building cultural infrastructure in developing and least developed countries. NORCODE achieves this aim through the cultivation of deep and long lasting partnerships with local start-up collective management organizations (CMOs), with whom NORCODE works to give creative rights holders fair remuneration for their members' creative works.

NORCODE's success is reliant on these partnerships, which form the basis of the building of cultural infrastructure within the target country. Through partnering with NORCODE, start-up CMO's have access to the knowledge, capacity and financial support to help them to grow.

To date, NORCODE has partnered with CMOs in Asia and Africa.

### Call for tender

NORCODE uses expert consultants dedicated to a specific country to provide the knowledge and support necessary to help the CMO grow. To complement this knowledge exchange, NORCODE also signs separate funding agreements with CMOs in order to help them to develop their administrative capabilities.

NORCODE is seeking experienced and dedicated professionals to provide consultancy services to its partner CMOs and to help lead the way towards strengthening cultural infrastructure in the developing world.

The responsibilities of the consultant will include, but not be limited to:

- Providing training to staff members on the management and functioning of the CMO;
- Providing training to board members on setting strategic direction for the CMO and on forging high-level relationships;
- Providing ad-hoc advice and support to the management of the CMO via email, phone etc;

- Working with the management team to ensure that the CMO meets its obligations under the separate funding agreement with NORCODE;
- Make at least two visits to the CMO over the course of the year and submit written reports to NORCODE as to progress of the project after each visit.

### Requirements of consultant

The consultant must be a senior professional with the ability to respond quickly and efficiently to ad-hoc requests for support from the CMO in addition to scheduled visits or pre-arranged consultation. NORCODE must be able to rely on the consultant to give appropriate advice with minimum supervision, taking the initiative to help establish the CMO in the territory (or territories) it intends to operate.

In addition to this, the consultant must have

- excellent written and spoken English (as all NORCODE's projects take place in an English speaking environment);
- an excellent working knowledge of the operations of a CMO, ideally through having worked (or currently working) in a CMO; and
- an in-depth knowledge of the international copyright system.

If you are interested in becoming a NORCODE consultant, then please send an email to [inger.dirdal@norcode.no](mailto:inger.dirdal@norcode.no), describing your professional background and how you meet the criteria specified above. If your application is successful, then NORCODE will follow up with details of its projects for further discussion.