

TA Scope of Work – From Fragility to Opportunity: Operating and Scaling in Post Conflict Contexts

Name Country:	Netherlands
Topic/Title:	From Fragility to Opportunity: Operating and Scaling in Post Conflict- Contexts
Proposed start date:	1 day workshop in the week of May 18 th - 22 nd (final date selection to be decided)
Proposed end date:	1 day workshop in the week of May 18 th - 22 nd (final date selection to be decided)
Proposed modality:	<p>The Technical Assistance will be delivered through an in-person, workshop-based modality, to take place in Utrecht, The Netherlands, designed to be practical, interactive, and directly relevant to operating and scaling in fragile and post-conflict environments.</p> <p>The workshop will combine:</p> <ul style="list-style-type: none"> • Targeted expert inputs on operating, adapting, and scaling businesses in fragile and post-conflict contexts • Hands-on exercises enabling participants to assess risks, identify opportunities, and apply concepts to their own operating realities • Facilitated peer learning, allowing Implementing Partners (IPs) to exchange experiences, challenges, and adaptive strategies across contexts <p>The modality emphasizes contextualized and applied learning rather than generic training, ensuring relevance to early recovery, high-risk, and transitional environments, while remaining applicable across multiple IPs with different sectors and business models.</p> <p>The assignment will include:</p>



	<ul style="list-style-type: none"> • Preparatory work to adapt content to country, sector, and participant profiles • Delivery of a full-day, in-person workshop • Light post-workshop follow-up, including sharing of materials, tools, and action-planning templates for continued use <p>The approach is intended to strengthen operational resilience, strategic clarity, and readiness to scale, while supporting IPs to navigate uncertainty and capitalize on emerging post-conflict opportunities.</p>
<p>Core Competencies required:</p>	<ul style="list-style-type: none"> • Proven experience supporting enterprises operating in fragile, conflict-affected, and post-conflict contexts • Strong understanding of post-conflict market dynamics, early recovery phases, and risk-informed business strategies • Demonstrated ability to design and facilitate practical, context-specific workshops for diverse IPs • Experience in business resilience, adaptation, and strategic positioning in high-risk environments
<p>Assignment overview:</p>	<p>This assignment aims to design and deliver a targeted Technical Assistance workshop on Operating and Scaling in Fragile and Post Conflict Contexts for Implementing Partners operating primarily in Sudan, with activities and market engagement in Egypt, KSA, Uganda, Cameroon, and Chad.</p> <p>As Sudan experiences gradual economic re-engagement alongside continued instability, IPs face the dual challenge of maintaining operational presence in fragile settings while positioning themselves for scale during early recovery phases. Many IPs are simultaneously expanding into new countries and markets, while remaining ready to re-engage or scale in Sudan when conditions allow. This requires adaptive strategies, strong risk management, and clear strategic positioning.</p> <p>IPs often encounter challenges related to:</p> <ul style="list-style-type: none"> • Managing operational and security risks while sustaining core business activities • Adapting business models to rapidly changing post conflict market conditions • Balancing short-term survival with longer-term growth and scale ambitions

	<ul style="list-style-type: none"> Engaging effectively with local ecosystems, partners, and institutions during early recovery <p>This assignment will support IPs to strengthen their capacity to operate resiliently and scale responsibly, with a specific focus on:</p> <ul style="list-style-type: none"> Understanding post conflict market dynamics and early recovery opportunities Building business resilience and adaptive operating models Strategically positioning enterprises during periods of transition and uncertainty Collaborating with local actors, ecosystems, and partners to enable sustainable growth Translating learning into practical action plans applicable to their own contexts
<p>Activities and deliverables</p>	<ul style="list-style-type: none"> Tailored workshop design, including agenda, slides, and practical exercises focused on operating and scaling in fragile and post conflict contexts Delivery of one in person, interactive workshop for Implementing Partners Practical tools and frameworks, including risk and opportunity assessment tools, resilience checklists, and strategic reflection templates Short post-workshop summary note (2–3 pages) highlighting key learning points, practical insights, and recommended next steps
<p>Operational Arrangements:</p>	<p>Preparation</p> <ul style="list-style-type: none"> CFYE will share participant profiles and contextual information in advance. The consultant will submit a tailored agenda and materials for review prior to delivery. <p>Roles and Responsibilities</p> <ul style="list-style-type: none"> CFYE will oversee the assignment and act as the coordination focal point. The consultant will design, prepare, and deliver the workshop and outputs. <p>Logistics</p> <ul style="list-style-type: none"> CFYE will manage venue, equipment, and participant invitations. <p>Quality Assurance</p>

	<ul style="list-style-type: none"> • CFYE will review and approve the agenda and key materials before delivery. • Final materials and a short summary note will be submitted after the workshop.
<p>Evaluation Criteria</p>	<p>Proposals will be evaluated based on the following criteria:</p> <ul style="list-style-type: none"> • The Consultant or Service provider's experience and qualifications as per the required competencies and details in this Scope of Work • Clarity and quality of the proposed approach • Budget for delivering the activities • Quality and experience of proposed team member(s) • Overall fit with CFYE's mission and values <p>CFYE reserves the right to reject any or all proposals received, to negotiate with any qualified proposer, and to waive any irregularities or informalities in the proposals received. CFYE also reserves the right to cancel this ITT at any time.</p> <p>If your quote is successful, you will be required to enter into the Company's standard contract for the types of goods or services being provided. In the provision of the Goods and Services, you will be required to comply with the Company's policies, including (without limitation) its Business Partner Code of Conduct and any relevant Project Manual. Potential service provider must also comply with the Company's Business Partner Code of Conduct in the submission of any proposal pursuant to this tender.</p> <p>If you are bidding as part of a joint venture, partnership or similar, please make this clear in your submission. Likewise, if you propose to subcontract any part of the goods or services provision, then disclose this fact within your submission. The Company may require additional information from you and approval for subcontracting will not be automatic as subcontractors will be subject to Palladium's Due Diligence process.</p> <p>If you are successful, we will need you to complete our full due diligence process, which requires the completion of a self-assessment questionnaire on your business registration and operations. In addition to the completed</p>

	<p>questionnaire, you will have to provide supporting documents. These will include (but may not be limited to):</p> <ul style="list-style-type: none"> • Evidence of corporate registration (or equivalent) • Relevant business insurances • Audited accounts and tax clearance Certificates for the past two years • Tax Identification Number (TIN) • Evidence of business policies (e.g., code of conduct) <p>For any queries please send your questions by email to ahmed.darwish@cfye.nl. Queries to be submitted no later than Wednesday the 25th of March 2026, at 17:00 CET.</p>
<p>How to Apply</p>	<p>Interested consultants and service providers are requested to provide a high-level proposal (technical and financial) of a maximum of 3 pages altogether, where they elaborate on:</p> <ul style="list-style-type: none"> 6) Their suggested approach/methodology to the proposed activities 6) Detailed Content Plan for the 1-day workshop as per the details mentioned in this Scope of Work 6) Relevant track record of the organization and profiles of proposed team members for implementation 6) High level workplan (can be a Gantt chart) demonstrating phase of content preparation, workshop execution and post workshop report and follow up where required 6) Break-down of proposed budget for the assignment (breakdown of proposed fee structure and any other expected costs). 6) Please submit your proposal by email to management@cfye.nl (submissions sent to any other emails will not be accepted, only submissions sent to management@cfye.nl will be considered) <p style="color: red;">Tender submissions close: Wednesday the 1st of April 2026, at 17:00 CET.</p>
<p>Budget & Payment Terms</p>	<ul style="list-style-type: none"> • Budget: Maximum 6,000 EUR (VAT exclusive)

	<ul style="list-style-type: none"> • Upon submission of final workshop content plan (to be sent before May 1st 2026): 10% • Upon completion of assignment: 90%
<p>Overview of IPs for Reference</p>	<p>Implementing Partner Details:</p> <ul style="list-style-type: none"> • 249 Startups (operating between Egypt, Sudan and others) • ATL International (operating across Sudan, Egypt, KSA, and others) • Alsalam Factory (currently operating from Egypt and Sudan) <p>Link to Sudan portfolio from CFYE website:</p> <p>Sudan Portfolio - Challenge Fund for Youth Employment</p>