

**CABO VERDE TECHNOLOGY PARK – PHASE II**

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**TERMS OF REFERENCE****RECRUITMENT OF AN INNOVATION AND  
ENTREPRENEURSHIP MANAGER FOR TECHPARK****1. INTRODUCTION**

The Government of Cabo Verde has received from the African Development Bank (hereafter named “the Bank”), the Loan 2000200005602 for the amount of US\$ 14 million, towards the implementation of the Cabo Verde Technology Park Project – Phase II, aiming at transforming the Republic of Cabo Verde into a digital and innovation hub by operationalizing a technology park, equipped with modern infrastructure and workspaces with an innovative ambience that will house emerging start-ups to established multinational technology companies.

The Project consists of the following components and sub-components:

Component A - Operationalization of the Climate Resilient Technology Park infrastructure

- Equip data centers with the required software and hardware;
- Implement a PPP structure to manage Data Center II;
- Deploy green, climate-friendly and smart infrastructure in the park.

Component B – Business development and capacity building

- Digital and soft skills training (coding for employment);
- Incubation / Entrepreneurship (Salto Cabo Verde).

Component C - Project Management and Institutional Strengthening.

- Strengthen the operational and technical capacities of the Cabo Verde Park Agency (TEHPARK);
- Support the operations of the Project implementation unit.

The Government intends to apply part of the amount of said loan for: recruitment of a Entrepreneurship and Innovation Manager for TECHPARK with the following profile:

## **2. RESPONSABILITY**

Within the management structure, the incubation and entrepreneurship unit is the main unit in charge of pursuing the objective of promoting entrepreneurship. Making use of the infrastructures provided by the Cabo Verde Technology Park, this department will seek to host, provide support and foster the growth of new businesses, ideally somehow related to the development of the local community. This unit will therefore aim to accelerate the establishment and growth of promising local entrepreneurs through quick incorporation, collaborative co-working areas, business enabling, as well as relevant support services which might include access to a network of mentors, training, funding programs, prototyping facilities, among others.

## **3. TASKS AND ATTRIBUTIONS**

- Provide necessary support to the Board of Directors in the preparation of the annual TechPark CV Entrepreneurship and Innovation strategy.
- Develop and maintain standard procedures for efficient management of the Entrepreneurship and Innovation community.
- Promote necessary actions to ensure compliance with the policies, procedures, and regulations of the Park.
- Designing and implementation of successful entrepreneurship, incubation and acceleration strategies.
- Identify and negotiate with implementation partners and clients.
- Building an entrepreneurship and innovation culture within the Cabo Verde Technology Park.
- Mapping, attracting and hosting new entrepreneurs.
- Providing entrepreneurs with top quality coaching and advisory support.
- Train and manage the team to support entrepreneurship and innovation coordination activities.

#### **4. QUALIFICATION AND EXPERIENCE**

In terms of qualification, experience and profile, the Incubation and Entrepreneurship Area Manager should have:

- 5 + years of proven experience as Incubation and Entrepreneurship Manager and/or other equivalent position in a relevant organization;
- Strong experience in working with entrepreneurs, startups, incubators and/or incubation consultancy, including in the implementation of successful entrepreneurship, incubation and acceleration programs;
- In-depth knowledge of state-of-the-art incubation and entrepreneurship methodologies,
- Experience with Entrepreneurship and Innovation Community Building,
- MSc/MA in business, management, economics or any other relevant area.
- Training and certifications in innovation, entrepreneurship, and technology are an added value.
- Fluency in English.
- Good knowledge of French and other languages is an added value.

#### **5. CONTRACT DURATION**

From the date of contract signing until December 2024, subject to annual renewal based on satisfactory performance evaluation, but not exceeding the project end date.