



Call for Applications

UNIDO's Training in

**"Financial Performance Development for
the Industrial SMEs"**

UNIDO PROGRAMME TITLE

**"MOUSTADAMA: Promoting an Energy Sustainable
Palestinian Industry"**

UNIDO PROGRAMME ID: 170058

Announcement Date – 27th October 2022

Deadline for Applications (online)– 17th November 2022

UNIDO – Implementing Sustainable Energy and Climate Change Mitigation

The United Nations Industrial Development Organization (UNIDO) supports countries in their environmental management efforts, including the implementation of multilateral environmental agreements and the provision of sustainable energy. UNIDO helps create new green industries, establishing national road maps for greening the supply chain, determining benchmarks and indicators, disseminating, and sharing best practices, running clean technology programs, undertaking various capacity-building exercises, and contributing to international forums with the necessary research and expertise.

UNIDO stresses the need to improve industrial energy efficiency by contributing to the transformation of markets for energy-efficient products and services. It promotes sustainable energy solutions for making industries more productive and climate resilient, which in turn promotes green jobs and green growth, including the deployment of industrial energy efficiency standards, smart grids based on renewable energy and renewable energy for industrial applications as well as the promotion of climate resilient industries.

UNIDO PALESTINE: Promoting an Energy Sustainable Palestinian Industry

UNIDO Palestine is engaged to address some key challenges faced by Palestinian industries in terms of energy supply, access, consumption, technology, and long-term energy stability and sustainability. It works to improve energy conservation practices and encourages the use of renewable energy solutions.

Its holistic approach, that considers both supply and demand aspects of energy management, integrates the development of new design and maintenance of RE/EE technology with the use of sustainable energy guidelines and the promotion of local cleantech innovation and entrepreneurship.

Limitations on access to materials and equipment necessitate that locally driven energy technologies are developed and customized within the Palestinian context. Fostering innovation and entrepreneurship for Palestinian service providers through its accelerator Programme, UNIDO Palestine supports cleantech entrepreneurs and start-ups to develop these solutions.

HIGHLIGHTS

The Arabic equivalent to sustainable in English – is a four-year Programme that runs through 2023 to boost competitiveness in the industrial sector in Palestine through promoting and adopting sustainable energy solutions.

MOUSTADAMA aims to set the foundations for a conducive renewable energy and energy efficiency ecosystem by developing policy, expertise, and clean technology innovations that will help Palestinian industries to alleviate chronic energy shortages and high costs of electricity that have been the reality in Palestine for decades.

With a primary focus on micro, small and medium-sized enterprises in the furniture, food and agribusiness, metal, construction, and garment among other priority sectors identified in Palestine,

MOUSTADAMA facilitates the operationalization and enforcement of energy efficiency and renewable energy guidelines, supports demonstration projects showcasing the benefits of locally driven, innovative sustainable energy solutions, and promotes the scaling-up of these solutions in the industrial sector.

Through the activities developed under its four Components, The MOUSTADAMA Programme will:

1. Strengthen policies and regulations for renewable energy and energy efficiency: The Programme will support the operationalization and enforcement of the net metering scheme; facilitate the implementation of EE measures in the National Energy Efficiency Action Plan (NEEAP); and promote the development of policy guidelines for innovative RE supply solutions, including safety standards for biogas production.
2. Develop local skills to design renewable energy and energy efficiency projects: The Programme will train and/or certify over 400 RE/EE national experts, technicians, and industrial enterprise staff to further develop and support the local RE/EE industry in Palestine.
3. Create demand for clean energy technologies to boost a clean and green economy: The Programme will enable 75 demonstration projects to showcase the benefits of EE and RE solutions in the industrial enterprises. The Programme will also enable five pilot projects of innovative business models to de-risk investments in decentralized energy solutions and mini-grids. The success of these EE/RE projects will catalyze market up-take of RE/EE solutions in the industrial sector.
4. Foster innovation and entrepreneurship for clean energy technology: The Programme will support 90 entrepreneurs and start-ups in developing innovative, locally-driven EE and RE solutions and provide seed funding to 9 winners of the annual business innovation competition. New products and innovations developed will become available on the local and global markets.

MOUSTADAMA contributes to the global environment through the reduction of greenhouse gas emissions and fossil fuel use among targeted industries. The Programme is funded by the European Union and implemented by the United Nations Industrial Development Organization (UNIDO) in partnership with the Ministry of National Economy and the Palestinian Energy and Natural Resources Authority (PENRA) in Palestine.

Financial Performance Development for the Industrial Enterprises Training Program

UNIDO Training Program introduces the trainees and guide them through to the most important topics that should be known by industrial SMEs’ financial and management teams to increase their companies’ competitiveness and profitability.

The training builds understanding, and skills of engineers, consultants, service providers and industrial enterprises staff and owners in the related financial topics focusing on the balanced performance of cycle and its importance in the sustainability of the developed SMEs. The Financial training will be conducted Online for a period of 5 days, with two hours per day. The participants will receive a training participation certificate upon successful completion of the training program. The following table shows the proposed training dates:

Session	Topic	Suggested Date	Suggested Hours First group	Suggested Hours second group
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First	Introducing financial awareness program and MUSTADAMA Services	27-11-2022	12:00-14:00	14:00-16:00
Second	Balance scorecard, accounting and Financial Management concepts	29-11-2022	12:00-14:00	14:00-16:00
Third	Financial Statement preparation	01-12-2022	12:00-14:00	14:00-16:00
Fourth	Ratio Analysis: 1. Liquidity ratio; 2. Activity ratio; 3. Profitability ratio.	04-12-2022	12:00-14:00	14:00-16:00
Fifth	Break-even point	06-12-2022	12:00-14:00	14:00-16:00

I. Program Objectives:

The objective of this training is to increase the financial analysis knowledge and experience for the workers and owners of the industrial SME's as well as the Palestinian financial services providers, including individuals.

- Defining balance scorecard concept and describing how it will support project development and sustainability;
- Introducing the concepts of Account management and Financial management including:
 - Accounting objectives and functions;
 - Financial statement concept and cash flow;
- Presenting financial performance indicators and their role in project development:
 - Liquidity ratio;
 - Activity ratio;
 - Profitability ratio.
- Defining working capital cycle;
- Defining of cost and variable cost and its relationship to selling price;
- Break-even point;
- Services and Products of the Financial intuitions & Bank facilities in Palestine.

II. Targets:

The financial performance development training is primarily targeting Palestinian Industrial SMEs Owners, Management, Financial teams as well as Individuals, and service providers.

III. Eligibility:

The applicant who satisfies and meets the following eligibility criteria is invited to apply for the training:

- Experience: Fresh graduate or 1 year of experience of work in Finance and Engineering are encouraged to apply.
- Degree Level: Bachelor's degree or other equivalent.
- Degree Field: BA and/ Or BSc in Finance, Business Administration, Management, Economy, Accounting and / or Engineering.
- Knowledge in using finance tools for analysis such as excel.
- Additional information will be required to proof basic knowledge in the topic (i.e. Certifications/CV's/previous training records, etc.)
- Women are highly encouraged to apply to this training program.
- Commitment letter to attend all sessions of the financial training.

IV. Evaluation and Selection Criteria for Applicants

The applicants' information will be assessed as per the following evaluation and selection criteria;

Area	Evaluation Criteria to select Trainees	Scores
Educational / Academic Study Field	Min. requirement: Diploma / university graduate with B.Sc. degree in one of the followings: Engineering field/ Finance/ Accounting / or another related field;	10
Working Experience/	Fresh graduate or 1 year of experience of work	5
	If candidate has more than 1 year of experiences;	5
Knowledge in using measurements tools	Knowledge in using financial tools and Microsoft software, such as Excel;	5
Training Courses	Participate in training courses related to financial analysis;	5
Commitment/Willingness	Commitment to attend all days of the Training Programme.	10

V. APPLICATION:

1. Submission

Interested applicants are requested to complete in the application form (<https://moustadama.ps/FinancialTrainingApplication>) and submit all requirements and supporting documents to complete the application.

2. Selection and Evaluation of Candidates:

The applicant who satisfies and meets the following eligibility criteria is invited to apply for the training:

- Experience: Fresh graduate or 1 year of experience of work in Engineering and/ or finance are encouraged to apply;
- Degree Level: Bachelor's/ Diploma degree or other equivalent;
- Degree Field: Finance/ Accounting/ Management/Engineering or any other related fields;
- Degree Field: BA and/ Or BSc in Finance, Management, Accounting and / or Engineering;
- Knowledge in using finance tools for analysis such as Excel;
- Additional information will be required to proof basic knowledge in the topic (i.e. Certifications/CV's/previous training records, etc.);
- Women are highly encouraged to apply to this training program;
- Commitment letter to attend all sessions of the financial training.

3. Supporting Documents

- CVs for the Applicants;
- Copy of Academic Degrees for Applicants;
- Signed Commitment Letter Form (From Company/Individuals).

4. Submission Deadline

The deadline for receipt of completed Expression of Interest - Application Forms is **Thursday 10th November 2022 at 17:00** (Palestine time). Applications received after that time will not be accepted.

5. Training Modality: the training is delivered online using virtual classrooms.

7. Fees: The trainings will be delivered free of charge.

8. FOR CLARIFICATION

In case you have questions or inquiries, you can contact us through:

Phone: [: +970 2 296 7722]

Email: [MOUSTADAMA@unido.org]

Visit our website: [www.moustadama.ps]

ANNEX1: APPLICATION FORM

I. GENERAL INFORMATION

Applicant Information	
Applicant Name	
Category	<input type="checkbox"/> Governmental <input type="checkbox"/> Service Providers <input type="checkbox"/> Enterprise <input type="checkbox"/> Individual
Role	<input type="checkbox"/> Engineer <input type="checkbox"/> Accountant <input type="checkbox"/> Management <input type="checkbox"/> Other
Employer	
Position	
Gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
Contact Phone	
Locality (Governate)	
Address:	
Email	
Educational Background / Study Field	
Academic Degree	<input type="checkbox"/> M.Sc. or higher <input type="checkbox"/> B.Sc. <input type="checkbox"/> DIPLOMA <input type="checkbox"/> Other

II. PROFESSIONAL EXPERIENCE

Professional Experience	
Do you have any	<input type="checkbox"/> Yes

	<input type="checkbox"/> No
	If yes; please specify each experience in brief with fields, years, etc.
Have you participated in any training courses related to financial analysis, and or finance performance development? Please specify?	<input type="checkbox"/> Yes, <input type="checkbox"/> No
	If yes; please specify name, hrs., date of training.
Do you have knowledge in using financial tools for financial analysis?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Will you be able to commit to the attend all sessions of the financial training Program?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Acknowledgment (that the information is correct)

Applicant's signature: _____

Date: _____

Full name: _____

TRAINING OUTLINE

Session	Topic	Dates and Time	Subject
First	Introducing financial awareness program and MUSTADAMA Services	27-11-2022 12:00-14:00 14:00-16:00 (online)	<ul style="list-style-type: none"> ✓ Introducing the services offered by MUSTADAMA. ✓ Presentation of the financial awareness program for the participants. ✓ General discussion and extrapolation of the participants' problems.
Second	Balance scorecard, accounting and Financial Management concepts	29-11-2022 12:00-14:00 14:00-16:00 (online)	<ul style="list-style-type: none"> ✓ Balanced Scorecard Concept ✓ Linking Balanced Scorecard indicators to financial management. ✓ Defining accounting and financial management for non-financial. ✓ Objectives and functions of accounting
Third	Financial Statement preparation	01-12-2022 12:00-14:00 14:00-16:00 (online)	<ul style="list-style-type: none"> ✓ Financial statement concept. <ul style="list-style-type: none"> ○ Income statement preparation. ○ Financial position preparation. ○ Practical exercise on Preparation of Financial Position.
Fourth	Ratio Analysis	04-12-2022 12:00-14:00 14:00-16:00 (online)	<ul style="list-style-type: none"> ✓ Defining Financial Performance indicators <ul style="list-style-type: none"> ○ activity ratio ○ profitability ratio ○ liquidity ratio ✓ Working capital cycle
Fifth	Break-even point	06-12-2022 12:00-14:00 14:00-16:00 (online)	<ul style="list-style-type: none"> ✓ Defining of cost and variable cost and relationship to selling price. ✓ Break-even point Calculation.



UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION

This Project is Funded by



EUROPEAN UNION



Ministry of National Economy

COMMITMENT LETTER FORM

United Nations Industrial Development Organization UNIDO - MOUSTADAMA Programme

following the announced Call for Application to related to the Financial Performance Development for the Industrial SMEs training

I -----would like to confirm my interest in participating in the training course and my commitment to attend all training days according to the announced dates.

With my kind regards,

Applicant's name and signature: _____