



PRIMARY PARTNER

GOMYCODE Job Fair

Full concept note | 9 October 2026 | GOMYCODE Tunis, Lac 1

Organized by GOMYCODE | Primary partner: Abdulla Al Ghurair Foundation

GOMYCODE will organize a national, pre-qualified job fair at its Tunis space in Lac 1, with the Abdulla Al Ghurair Foundation as primary partner. The event will connect GOMYCODE learners and alumni with 20-30 companies through digital matching, reserved interview slots, controlled attendance waves, a graduation recognition moment, and post-event employment follow-up.

500-700 target candidate pool	20-30 companies	24 governorates	360-540 target interviews
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1. Concept and Operating Philosophy

GOMYCODE will lead the Job Fair as a practical transition from learning to opportunity. A concise graduation sequence gives learners a visible completion milestone, while the recruitment program converts that achievement into interviews, hiring leads, and measurable placement follow-up. AGF joins as primary partner to strengthen employer reach and opportunity pathways. Attendance at the Lac 1 space will be invitation-based and organized in waves so the event remains practical for candidates and recruiters.

Principle	Meaning for the event
Recognition	Celebrate graduates publicly and reinforce the value of the training pathway.
Employment transition	Transform training outcomes into concrete interviews, hiring leads, and career opportunities.
Inclusivity	Give graduates from the 24 governorates access to the same national recognition and recruitment opportunity.
Controlled experience	Use digital filtering, ceremony sequencing, and on-site flow management to protect both dignity and efficiency.

2. Strategic Objectives: Win-Win Approach

Audience	Value proposition
For graduates	Be recognized for completing the program, receive a visible milestone moment, showcase skills and certifications, complete targeted interviews, and build direct professional networks with HR teams and recruiters.
For companies	Access a pre-qualified pool of GOMYCODE learners and alumni, reduce sourcing and pre-selection costs, accelerate recruitment cycles, and strengthen employer-brand visibility with national young talent.
For GOMYCODE	Create a visible proof point for youth employability: graduates recognized, employers mobilized, interviews completed, hiring leads tracked, and impact documented.
For AGF and the ecosystem	Strengthen employer participation and opportunity pathways while positioning the initiative as a national bridge between training, recognition, private-sector demand, and measurable transition to employment.

3. End-to-End Operating Model

Step	Phase	Description	Period
1	Preparation	Create the dedicated access link and reserved code; configure the platform; communicate with graduates; prepare the candidate database.	M-4 to M-2
2	Graduation readiness	Confirm eligible graduates, prepare certificates or attestations, validate ceremony protocol, and align GOMYCODE speakers and recognition moments.	M-3 to M-1
3	Company mobilization	Identify and invite 20-30 companies; collect job offers and interview slots; align on needed profiles.	M-3 to M-1
4	Digital pre-selection	Analyze CVs and skills; allow employers to consult CVs and certifications; shortlist candidates through matching.	M-1 to M-2 weeks

5	Run-of-show readiness	Finalize ceremony agenda, interview booking, transport, catering, the Lac 1 site plan, signage, volunteers, stage setup, and employer desks.	M-2 weeks to J-1
6	Event day	Run check-in, opening and graduation ceremony, transition to job fair, scheduled interviews, flow control, exit feedback, and on-site support.	J
7	Post-event follow-up	Share ceremony outputs, collect employer feedback, track hiring leads, report completed interviews, and follow placement outcomes.	J+1 to J+30

4. Digital Recruitment Mechanism

Element	Operational requirement
Phase 01 - Dedicated portal	Exclusive online space with reserved access code and candidate profiles for eligible GOMYCODE learners and alumni.
Phase 02 - Mobilization	20-30 leading companies publish offers across CDI, CDD, alternance, and relevant sectors such as ICT, industry, services, graphic design, and social media.
Phase 03 - Pre-selection	Recruiters review CVs and certifications, filter candidates, and match skills against real job needs.
Phase 04 - Invitations	Selected candidates receive notifications, access the calendar, and reserve confirmed interview slots.
Access rule	Graduation recognition and interview access are managed separately. Eligible graduates can be recognized through the wider program, while attendance at Lac 1 and job fair interviews remain invitation-based and pre-scheduled.
Platform direction	The platform can be supported by AI-assisted matching and should follow a Fabskill-style or equivalent recruitment workflow.

5. Graduate and Candidate Journey

Step	Stage	Flow detail
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01	Training	Acquire technical and soft skills through the program.
02	Graduation confirmation	Confirm eligibility, attendance, certificate details, guest policy, and ceremony communication.
03	Registration and profile	Access the dedicated portal using the exclusive code and complete the candidate profile.
04	CV and proof upload	Upload CV, certifications, experience, and relevant portfolio elements.
05	Company selection	Companies review candidates and shortlist based on role fit and required skills.
06	Ceremony and interviews	Attend the graduation sequence, then move into scheduled interviews using the 15+5 minute speed-dating format.
07	Post-event follow-up	Feedback, hiring leads, ceremony outputs, and recruitment outcomes are tracked after the event.

6. Ceremony and Interview Architecture

Component	Design assumption
Ceremony block	Opening remarks, GOMYCODE welcome, graduate celebration, certificate or attestation moment, group photo, and transition message toward employment.
Protocol model	A controlled graduation sequence should be designed by cohort or representative group. Recognition can be extended digitally to graduates who are not scheduled to attend the Lac 1 event.
Stand configuration	Each company has one dedicated recruiter space, one professional desk, three chairs, electricity/extension cord, and internet access.
Interview model	Speed-dating recruitment model: 15 minutes of interview plus 5 minutes of transition, or 20 minutes per slot.
Capacity per company	Working assumption of around 18 interviews per company across the day, depending on final schedule and company availability.

Overall capacity	360-540 total interviews depending on whether the final number of companies is closer to 20 or 30.
Day structure	A short ceremony should open the day, followed by networking and structured interview rotations in scheduled attendance waves.
Working schedule	Indicative option: 09:30-11:00 graduation ceremony, 11:00-12:00 networking and orientation, 12:00-14:00 lunch/rotation reset, 14:00-17:00 interviews.

7. On-Site Flow: Strategic Zones

Zone	Function	Operational details
Zone 01	Accueil / Check-in	QR/code verification, identity control, participant kit distribution, badge handover, ceremony guidance, and interview schedule confirmation.
Zone 02	Ceremony and briefing area	Opening remarks, GOMYCODE presentation, graduate recognition, certificate protocol, seating plan, media capture, and controlled transition to interviews.
Zone 03	Information	Stand map, individual schedules, desk numbers, signage, ceremony program, and general guidance.
Zone 04	Central waiting and coaching	Express coaching, CV clinic, HR advice, candidate readiness, graduate networking, and transition support.
Zone 05	Interviews	Candidate call H-10 minutes, escorting to stands, rotation management, and company support.
Zone 06	Exit and photo point	Satisfaction survey, data collection, next-step guidance, group/photo wall moments, and post-event follow-up tracking.

8. National Logistics and Transport

Transport item	Requirement
Strong flows	Dedicated buses for areas with high candidate concentration.

Flexible flows	Mini-buses for smaller clusters and rapid shuttles where appropriate.
Weak flows	Transport reimbursement on proof of payment where collective transport is not efficient.
Coverage	Transport model should cover the 24 governorates through a hybrid allocation based on participant density.
On-board service	Water and basic refreshments should be planned for transport flows; one small water bottle per person is the working assumption.
Arrival management	Transport volunteers manage arrival check-in, ceremony seating guidance, departure guidance, bus coordination, and reimbursement verification where applicable.

9. Human Organization and Staffing

Core management team

No.	Role	Mission
1	Event Director	Overall event leadership and senior coordination.
1	Ceremony and Protocol Lead	Graduation sequence, speaker flow, certificate protocol, guest management, and company recognition.
1	Logistics Manager	Venue, setup, suppliers, materials, and operational readiness.
1	Transport Manager	Coordination of buses, mini-buses, reimbursements, arrivals, and departures across governorates.
1	Volunteer Coordinator	Volunteer mobilization, briefings, assignments, and shift coordination.
1	Recruitment Platform Coordinator	Platform setup, candidate data, employer access, matching process, and reporting flow.
1	Communications and Media Lead	Ceremony content, photo/video coordination, GOMYCODE and company visibility, and post-event communication assets.
4	Team Leaders	Supervision of strategic zones and escalation on event day.

Volunteer model

No.	Function	Mission
8	Accueil and check-in	Verification, registration, badges, and kits.
6	Orientation and information	Guidance, site plan, general information, and desk direction.
6	Ceremony hall and protocol	Seating, speaker support, graduate flow, certificate handling, and ceremony timing.
6	Waiting room management	Animation, information, candidate flow, and readiness.
10	Stand escorting	Calling candidates and escorting them to company stands.
5	Company support	Assistance to recruiters and company desks.
10	Transport management	Arrival reception, departure guidance, and bus support.
8	General logistics	Installation, materials, stock management, and last-mile support.
8	Photo and certificate support	Photo-wall flow, certificate distribution support, guest guidance, and graduate assistance.
10	Back-up and polyvalence	Reinforcement according to on-site needs.
71	Total volunteers	Operational volunteer base for controlled graduation and recruitment flow management.

The full on-site organization is estimated at around 80-85 people when the senior coordination team and volunteer base are combined.

10. Venue Setup, Participant Services, and Materials

GOMYCODE Tunis in Lac 1 will host the event. The final layout must use the available classrooms and community areas in timed waves, with recruiter privacy, safe circulation and clear separation between waiting, interviews and media activity.

Item	Design requirement
Host site	GOMYCODE Tunis, Lac 1, with the final capacity and room plan confirmed through a site walkthrough before invitations are issued.

Ceremony stage	Stage, podium, sound, screen/projection, seating plan, GOMYCODE, AGF and participating-company visibility, certificates/attestations, and protocol table.
Photo and media	Photo wall, branded backdrop, group-photo sequence, photographer/videographer flow, and consent/data guidance where needed.
Furniture per company	One desk, three chairs, and one electrical extension cord.
Space layout	Movable partitions or separators to create clear interview zones and confidential employer spaces.
Consumables	Individual chocolates, water, and coffee for basic hospitality.
Catering	Lunch boxes for participants and operational teams.
Participant kit	Tote bag, notebook, pen, sticker, badge, and meal voucher.
Wayfinding	Visible signage, ceremony program, stand numbers, orientation boards, individual schedules, and volunteer guidance.
Data capture	Check-in data, ceremony attendance, interview attendance, employer feedback, candidate feedback, and post-event follow-up status.

11. Performance Model and Impact Logic

Performance pillar	Meaning
Recognition	The ceremony creates a visible completion milestone and strengthens graduate confidence and GOMYCODE impact storytelling.
Focus results	The job fair replaces passive networking with a pre-qualified recruitment process.
Efficiency	Digital filtering and upstream matching improve interview conversion and reduce wasted time.
National impact	The model responds to youth employment at national scale while keeping the ceremony and recruitment experience organized and inclusive.
Evidence to track	Graduates confirmed, ceremony attendance, candidate profiles completed, companies mobilized, offers published, candidates invited, interviews completed, employer feedback, hiring leads, and confirmed placements.

12. Roles and Contributions

Contributor	Contribution
GOMYCODE	Own the event, prepare graduates, manage the recruitment platform, mobilize employers, coordinate the ceremony, run operations, communicate with candidates, and report outcomes.
Abdulla Al Ghurair Foundation	Act as primary partner; amplify employer and recruiter outreach, support opportunity pathways and partner visibility, participate in the event program, and contribute to post-event follow-up.
GOMYCODE Tunis team	Host the event at Lac 1, confirm the site plan and capacity, prepare rooms and connectivity, manage access and safety, and support the on-site teams.
Companies	Publish concrete opportunities, review candidates, participate in interviews, join the employability moment, provide feedback, and continue recruitment follow-up after the event.
Other supporting partners	Additional ecosystem partners may contribute speakers, employer introductions, transport, catering, media support, or other in-kind services under the GOMYCODE and AGF partnership framework.

13. Indicative Budget

Working ceiling: TND 50,000 for the full national format. Hosting at GOMYCODE Tunis in Lac 1 removes external venue rental, but transport, catering, production, staffing and recruitment operations remain. GOMYCODE and AGF will confirm the operating envelope, division of contributions and any additional in-kind support after the company count, participant waves and site capacity are validated.

Line item	TND	Assumption
Transport support	16,000	Buses, mini-buses, and controlled transport reimbursement according to participant flow.
Participant logistics and catering	9,000	Water, refreshments, lunch boxes, participant support, ceremony waiting flow, and interview waiting-area management.
Ceremony production	6,000	Stage, sound, projection, certificates/attestations, photo wall, speaker protocol, and event branding.

Event setup and materials	7,000	Signage, desk setup, separators, orientation boards, badges, participant kits, and wayfinding.
Platform, matching, and employer coordination	5,000	Access link, candidate profiles, employer role collection, matching workflow, and schedule support.
Volunteer and on-site coordination	4,000	Volunteer preparation, team leaders, ceremony flow, interview flow management, and on-site support.
Reporting and contingency	3,000	Attendance data, interview tracking, feedback collection, post-event reporting, and last-mile adjustments.
Total	50,000	Indicative envelope to be refined with final participant distribution, site configuration, and confirmed company count.

14. Timeline

Period	Workstream
M-4 to M-2	Platform setup, access link/code, graduate communication, candidate database, eligibility confirmation, and early employer targeting.
M-3 to M-1	Company mobilization, offer collection, interview slot planning, role mapping, ceremony concept, certificate process, and GOMYCODE speaker alignment.
M-1 to M-2 weeks	CV analysis, shortlist, matching, invitation campaign, interview booking, graduate attendance confirmation, and ceremony run-of-show.
M-2 weeks to J-1	Transport plan, volunteer training, site setup, signage, materials, employer briefing, ceremony rehearsal, and final confirmations.
J	Check-in, graduation ceremony, networking, waiting/coaching area, interviews, flow control, support, exit feedback, and incident coordination.
J+1 to J+30	Ceremony communication assets, employer feedback, candidate follow-up, hiring lead tracking, placement status, and impact report.

15. Success Metrics

Metric	Target / evidence
Candidate readiness	A target pool of 500-700 eligible GOMYCODE learners and alumni identified, communicated with, and prepared for job fair participation.
Ceremony delivery	Graduation sequence delivered with GOMYCODE and AGF visibility, participating-company recognition, certificate/attestation management, media capture, and controlled participant flow.
Company engagement	20-30 companies confirmed with offers, required profiles, and interview slots.
Participant flow	Invitation-only participants managed through scheduled waves at Lac 1. The final attendance ceiling follows the approved site plan and safety capacity.
Interview output	360-540 completed interviews tracked and reported.
Follow-up output	Employer feedback, hiring leads, and placement follow-up tracked for 30 days.

16. Decisions Before Launch

Decision	Required confirmation
Event hours	Confirm the opening time, interview blocks, graduation moment, and closing time for 9 October 2026.
Lac 1 capacity	Approve the room plan, safe attendance ceiling, recruiter stations, and participant wave size.
Company participation	Confirm the employer list, open roles, recruiter availability, and interview capacity.
Candidate access	Confirm eligibility, shortlist rules, invitations, interview booking, and guest policy.
Transport support	Choose the mix of buses, mini-buses, and reimbursements based on confirmed candidate locations.
Budget and contributions	Confirm the operating envelope, GOMYCODE and AGF contributions, and any additional sponsorship or in-kind support.

Appendix Recruitment Flow

This flow connects candidate preparation, employer demand and scheduled interviews in one controlled process. Final interview capacity and attendance waves will follow the approved Lac 1 site plan.

Phase	Candidate journey	Employer journey	Control and evidence
1 Prepare	Confirm eligibility, update CVs and portfolios, record role preferences and complete interview preparation.	Define open roles, required profiles, recruiter availability and interview capacity.	Validated candidate pool and confirmed employer opportunity list.
2 Match	Review relevant companies and select suitable opportunities.	Review pre-qualified profiles against role requirements.	Digital matching matrix and shortlist by company.
3 Schedule	Receive invitation, arrival wave and reserved interview times.	Confirm recruiter agenda and interview station plan.	Individual schedule, access list and venue flow plan.
4 Meet	Check in, attend briefing, complete interviews and use the networking area.	Run structured interviews and record immediate feedback.	Attendance, interviews completed and recruiter feedback captured.
5 Follow up	Receive feedback and continue selected recruitment processes.	Advance suitable candidates and report outcomes.	Hiring leads, next steps and 30-day placement follow-up.