TIPCS Internship Programme: Programme Design Dossier

Governance, supervision, calendar, learning outcomes, funding architecture, monitoring and scale-up

TIPCS-PRG-INT-2027 · Programme dossier, version 1.0, 8 November 2026

1. Purpose and summary

This dossier sets out the design of the TIPCS Internship Programme. It is addressed to future funders and university partners. It is a design document: nothing in it has yet been approved or ratified, and no institution or funder is named as having agreed.

The programme offers four supervised tracks of 3 to 6 months, always open to adults of 18 or older: the Kerkouane Research Internship, the Periplus Programme Internship, the Sufete Policy and Data Internship and the Elissa Communications and Digital Internship. Its purpose is to give young people a structured, honest and safe first experience of research, programme work, data or communication in a non-profit think-do tank.

Principles. Learning comes first: every task must serve a written learning plan. Supervision is real: each intern has a named, trained supervisor. Safety is non-negotiable: safeguarding, confidentiality and data protection apply to every placement. Honesty about limits: TIPCS promises no visa, admission, job, diploma or recognised certificate, and no money that has not been agreed in writing. Legal clarity: an internship is a learning relationship under a signed agreement, never a disguised job. Neutrality: TIPCS is politically non-partisan and respects Tunisian law.

Track	Focus	Typical host team	Main output
Kerkouane Research Internship	Research assistance: literature, sources, interviews, data cleaning	Any of the nine research departments	Signed contribution to a publication; portfolio
Periplus Programme Internship	Planning, running and reporting projects, events and trainings	Programme and operations team	Project file from workplan to closing report
Sufete Policy and Data Internship	Policy analysis, datasets, dashboards and briefs	Research departments; Digital Peace and AI	Open documented dataset or dashboard; co-authored brief
Elissa Communications and Digital Internship	Editing, translation, accessible design and web, social media	Communications and digital team	Portfolio of published, approved pieces

2. Governance

Governance is deliberately light but clear, so that decisions are taken at the right level and a young person in difficulty always knows whom to ask.

The Board approves the programme design, the funding architecture and any amount that may be offered to interns or supervisors; no amount is set in this dossier [amount to be set by the Board with funders]. The President, Dr Mohsen Gharsallah, approves the calls and the annual report. The Chief of Staff is the

executive sponsor and supervises the programme coordinator. The Academic Council, chaired by a professor of a partner discipline, sets supervisor standards, reviews anonymised feedback and handles escalation. Legal counsel is consulted on internship agreements, confidentiality undertakings and intellectual property; the chartered accountant of TIPCS advises on financial controls once funding exists. The Board supervises, the executive administration manages and signs, and spending needs three different signatures.

Body or role	Responsibilities	Decision rights
Board	Approves design, funding architecture, any financial support	Final on money and policy
President	Approves calls, annual report, external partnerships	Final on public content
Executive sponsor (Chief of Staff)	Oversees coordination and resources	Allocates staff time
Programme coordinator (role)	Intake calendar, matching, agreements, certificates, data	Operational decisions within policy
Academic Council	Quality, supervisor standards, appeals	Advises; resolves disputes between intern and supervisor
Supervisors	Learning plan, weekly guidance, reviews, assessment	Task allocation; recommend early ending
Safeguarding focal point (role, outside the supervision line)	Receives concerns, records and escalates	Can suspend a placement pending review
Legal counsel and chartered accountant (roles)	Agreements, intellectual property, data and legal questions; financial controls	Advise; do not decide

3. Supervisors' standards

The quality of an internship is mostly the quality of its supervision. TIPCS therefore treats supervisor standards as a core design element rather than a courtesy.

Who can supervise. A researcher, programme officer or communications professional with relevant experience, who has completed the supervisor induction, who has agreed to the code of conduct, and who has capacity. The Academic Council keeps a register of approved supervisors; being on the register is a condition for hosting an intern.

- Hold a written learning plan with each intern within the first two weeks, and review it at the mid-term review.
- Meet each intern at least twice a week for a planning and a review session, and give written feedback at least every two weeks.
- Supervise no more interns than can be followed properly; the capacity limit is set by the Academic Council and is not exceeded to meet demand.
- Assign tasks for learning value; do not use interns to fill vacant posts or cover absences.
- Respect working hours, use TIPCS channels, and never ask an intern for private errands.
- Complete the mid-term review and the final assessment on time, with written comments, and discuss them with the intern.
- Declare conflicts of interest and do not supervise relatives or close acquaintances.

- Report safeguarding or data-protection concerns without delay to the focal point.

4. Cohorts and intake calendar, all year

Applications are rolling and the programme is open all year. To keep supervision real, the coordination team reviews complete applications once a month, matches accepted applicants to supervisors with capacity, and sets start dates for the following months. The size of each intake is set by supervisor capacity, not by demand.

Cohort life. Interns who start in the same period form a cohort that meets monthly, online or in Monastir, for a peer session (ethics, writing, data protection, career questions) and a short exchange with a senior TIPCS member. Cohort sessions never replace supervision; they build peer support and give the coordinator an early view of problems.

Seasonality. Demand will concentrate in the summer and between academic terms; the monthly rhythm lets TIPCS spread places across the year, offer remote placements off-peak and avoid overloading supervisors. The calendar below is a planning model, not a commitment of places.

Step	Timing	Owner
Applications received	Any day of the year	Applicant, through a TIPCS account
Eligibility check and acknowledgement	Within a few working days	Coordinator
Panel review and short conversation	Monthly review cycle	Supervisor and programme team member
Offer, agreement with institution if required, learning plan	After review, before start	Coordinator, supervisor, legal counsel
Start of cohort	Beginning of an agreed month	Supervisor
Mid-term review	About the halfway point	Supervisor and intern
Final assessment and certificate of internship activities	Last two weeks	Supervisor and coordinator
Annual review of the programme	Once a year	Academic Council and executive sponsor

5. Learning outcomes framework

The framework gives the four tracks a common language. Each track adapts it to its tasks in the learning plan. Outcomes describe what an intern can do with supervision by the end of the placement, at trainee level; they do not certify a level of competence, and TIPCS does not claim equivalence with any national or international qualification framework.

Domain	Outcome by the end of the internship	Evidence in the portfolio
Method and rigour	Follows a documented method for the main task and records decisions	Logs, grids, data dictionary, content log
Subject knowledge	Can explain the context and key concepts of the host team’s work	Notes, short synthesis, supervisor comments

Domain	Outcome by the end of the internship	Evidence in the portfolio
Writing and communication	Produces clear text in at least one of Arabic, French and English, and responds to feedback	Drafts, revised versions, published pieces
Digital and data practice	Uses the tools of the track responsibly and documents the work	Files, dashboards, accessible outputs
Ethics and safeguarding	Applies consent, confidentiality, data-minimisation and neutrality rules	Signed undertakings, protocol checklists
Teamwork and professionalism	Meets deadlines, communicates early about problems, works respectfully with colleagues	Weekly logs, supervisor assessment
Reflection	Can describe what was learned and what remains to be learned	Final reflection note in the portfolio

6. Funding architecture

The programme is designed so that it can start at modest scale with in-kind resources and grow when funding is secured. This section describes sources sought and cost categories; it contains no amounts. Where a figure would appear it is left for the Board to set with funders [amount to be set by the Board with funders]. Percentages below are illustrative shares of a future envelope, shown only to explain the logic, and are not commitments.

Sources sought (all to be approached; none has pledged): foundations and development partners interested in youth, research capacity and peace; public programmes for youth skills, subject to their rules; university partners contributing supervision time; corporate and professional partners contributing mentoring, tools or workspace; and individual donors through the TIPCS Academy. Funding is accepted only if it respects the TIPCS neutrality policy and gives no funder control over research findings or the selection of interns.

Support to interns. If the Board ever approves any support, it will be a reimbursement of agreed costs or a learning grant defined by written rules, never remuneration for work, and always recorded in TIPCS accounts (Decree-Law 2011-88). Its legal, social-security and tax treatment must be checked before any offer.

Governing principle: the first call on any funding is the quality of supervision and safeguarding; support to interns comes second and is allocated by published, need-based and merit-based criteria; and no intern is asked to pay a fee to TIPCS for the internship.

Cost category	What it covers	Illustrative share of a future envelope	Possible source
Supervision and coordination	Staff time for supervisors, coordinator, safeguarding focal point	About 40%	Core funding; project funding; in-kind time
Intern support (if agreed in writing)	Travel, accommodation, equipment, connectivity for selected interns	About 30%	Dedicated grants; partner contributions
Learning resources	Tools, licences, e-learning space, cohort sessions	About 10%	Core and in-kind
Safeguarding, legal and data protection	Training, advice, secure storage	About 8%	Core funding

Cost category	What it covers	Illustrative share of a future envelope	Possible source
Monitoring, evaluation and reporting	Surveys, review, annual report	About 7%	Project funding
Outreach and partnerships	University relations, communications	About 5%	Core and in-kind

7. Outputs and key performance indicators

Indicators are defined now so that data can be collected from the first cohort. Targets are intentionally not set here: they will be proposed after the first full year of operation, once baseline data exist, and approved by the Board. TIPCS will not publish figures that have not been measured.

Output or outcome	Indicator	Source of data	Frequency
Internships delivered	Number started and completed per track	Coordinator register	Quarterly
Completion	Share of interns who complete the placement; reasons for early ending	Register; exit questionnaire	Quarterly
Supervision quality	Share of interns with signed plan in two weeks; sessions held; feedback delivered on time	Learning plans; logs	Quarterly
Learning	Interns' and supervisors' rating of outcomes against the framework	Final assessment; exit questionnaire	Per cohort
Deliverables	Share of deliverables approved through the editorial chain	Content and project records	Per cohort
Safeguarding and data protection	Number of concerns received and closed; incidents of data misuse	Focal point register	Quarterly, confidential
Inclusion	Distribution of applicants and interns by gender, region, type of institution, disability disclosed voluntarily	Application form (voluntary fields), aggregated	Annual
Partnerships	Number of institutions with a signed internship agreement or template accepted	Agreements register	Annual

8. Risks and mitigation

Risk	Likelihood or impact	Mitigation	Owner
Supervisor overload reduces quality	High likelihood	Capacity limit; monthly intake based on capacity; refusal of excess demand	Coordinator
Interns used to cover staff gaps	Medium	Task review at mid-term; written no-replacement rule; Academic Council oversight	Supervisors; Council
Safeguarding incident or harassment	Low, very high impact	Code of conduct; focal point outside the line; prompt referral; training	Focal point
Data breach or release of sensitive data	Low to medium, high impact	Data induction; access limited; release checklist; legal counsel	Coordinator; legal counsel

Risk	Likelihood or impact	Mitigation	Owner
Expectation of pay, job or diploma	Medium	Clear statement in every call and offer letter; no promises by supervisors	Coordinator
Funding not secured	Medium	Start small with in-kind support; apply to several funders; scale with funding	President; Board
Delays in university agreements	Medium	Standard template; early contact; flexible start dates	Coordinator; counsel
Reputational damage from a poor-quality output	Low to medium	Approval chain; no direct publishing rights for interns	Communications lead
Unequal access (cost, connectivity, location)	Medium	Remote options; support if agreed in writing; outreach beyond major cities	Coordinator
Political sensitivity of topics	Medium	Neutrality policy; supervisor review; respect for Tunisian law	Academic Council
Internship challenged as disguised employment	Low to medium, high impact	Learning-first tasks; no replacement of staff; counsel consulted	Coordinator; legal counsel
Delay in the INPDP declaration or unclear insurance cover	Medium	Collect only needed data; no placement without written insurance answer	Coordinator; legal counsel

9. Monitoring, evaluation and learning

Monitoring is built into every placement through the learning plan, the weekly logs, the mid-term review and the final assessment. The coordinator consolidates these into a quarterly dashboard for the executive sponsor, which also records safeguarding and data-protection matters in confidential form.

Evaluation is annual. The Academic Council reviews anonymised feedback from interns, supervisors and university partners, the indicator table and a sample of portfolios, and recommends changes to tracks, supervisor standards, selection criteria and capacity. The first review will also decide indicator targets. TIPCS will report to funders openly, including what did not work.

Learning loop. Each cohort ends with a short lessons-learned session, written into an internal handbook revised yearly. Issues concerning an individual are handled confidentially and never used in public reports.

10. Partnership with universities for internship agreements

Many students need an internship agreement signed between their institution, the host organisation and themselves, so that the placement is recognised in their studies. TIPCS welcomes such agreements for all tracks. The application includes a drop-down list of well-known universities, and applicants may type any other institution.

TIPCS will approach higher education institutions, in Tunisia and abroad, to agree a framework: a standard TIPCS agreement institutions can adapt, a named contact in each internship office, a protocol for sharing information between supervisor and academic tutor with the student's knowledge, and a statement that academic credit, grading and recognition remain the institution's decision. These are outreach targets: no institution has yet agreed, and none is named here.

The legal form of an agreement, the rules on student internships and any insurance or social-security requirements vary by institution and by country and are general information only, not legal advice: they

must be verified against the current official texts. TIPCS does not promise that an internship will be recognised by an institution or a state. The executive administration signs agreements for TIPCS.

- Standard agreement and learning plan annex prepared by legal counsel.
- Single contact point and a response target for agreement requests.
- Clear allocation of responsibility for supervision, insurance and incident reporting.
- Feedback from the institution at the end of each placement and a joint annual review.
- Possibility of co-tutoring or joint supervision where the institution wishes it.

11. How to scale

Scaling is gated by capacity, not by ambition. The programme will move through three stages, each preceded by a review and approved by the Board.

Stage 1, proof of concept: a few placements per track with the most experienced supervisors, to test the learning plan, approval chain, safeguarding procedures and indicator data. Stage 2, consolidation: more registered supervisors, standard agreements with several institutions, monthly cohorts, stable remote and mixed placements. Stage 3, extension: new tracks that respond to demand and funder interests (for example environment, gender or migration research assistance), joint cohorts with regional organisations, and a mentoring role for former interns.

Scaling safeguards: no stage starts unless supervisors, safeguarding capacity and data-protection controls are in place; interns never outnumber supervision capacity; quality indicators are reviewed before each increase; former interns may mentor on a voluntary basis but never replace supervisors.

12. Legal and regulatory framework (Tunisia)

General information in plain words, not legal advice. A reform of the personal-data law and of the associations decree has been discussed publicly: check the current text before relying on this.

- Constitution of 27 January 2014: freedom of association, protection of private life and personal data, access to information, rights to education and work.
- Internship agreement. Under the Code des obligations et des contrats, a contract needs the free consent of adults, a lawful purpose and clear terms. Each agreement states dates, learning plan, tasks, supervision, confidentiality, intellectual property, how the placement can end, and that no job is promised. Form and electronic signature (Law 2000-83) are to be confirmed.
- No disguised employment. The Code du travail (law 66-27 of 30 April 1966) covers work under an employer’s authority for remuneration. Interns replace no staff and fill no vacancy; if a placement looks like a job, TIPCS recruits properly under its recruitment policy.
- Social security and insurance. The Code de la sécurité sociale (law 60-30 of 14 December 1960) sets duties in general terms. Cover for accidents at work and travel, liability insurance and any declaration of interns are to be confirmed.
- TIPCS as an association. Decree-Law 2011-88 on associations governs governing bodies, transparency of funding, accounting and reporting, and rules on public and foreign funding. Due diligence on funds and partners applies Organic Law 2015-26, as amended by Organic Law 2019-9. TIPCS is not bound by the public-procurement decree but follows its principles of transparency, competition and equal treatment.
- Personal data. Law 2004-63 requires consent, purpose, minimal collection, limited retention, rights of access and objection, and a declaration or authorisation to the INPDP (TIPCS declaration in progress).

Retention: [period to be fixed by the Board after the INPDP declaration]. Transfers abroad are to be confirmed.

- Work products and images. Law 94-36 protects authors; agreements state how TIPCS may use interns' work and credit it. Images need the consent of the people shown. Public documents may be requested under Organic Law 2016-22 on access to information.
- Whistleblowing and safeguarding. Law 2017-10 protects people who report corruption. Safeguarding reflects Organic Law 2017-58 (violence against women), Organic Law 2016-61 (trafficking in persons) and Law 2018-50 (racial discrimination); serious cases go to the competent authorities.

13. Related TIPCS policies and ratification path

Three new drafts await Board ratification, so this dossier and the four calls are indicative until then. Three existing policies were ratified at version 1.0 on 25 October 2026.

Policy	Status	Role in the programme
Internship policy (internship-policy)	Draft for Board ratification	Agreements, supervision standards, learning plans, no replacement of staff
Recruitment policy (recruitment-policy)	Draft for Board ratification	Selection principles, equal treatment, decision records
Photo-and-media policy (photo-and-media-policy)	Draft for Board ratification	Consent, credit and use of images
Safeguarding	Ratified, v1.0	Code of conduct; focal point outside the supervision line
Whistleblowing and complaints	Ratified, v1.0	Confidential concerns at Contact@tipcs.org, subject "CONFIDENTIAL – Concern"
Conflicts of interest	Ratified, v1.0	Declarations by interns, supervisors and reviewers

14. What this dossier does not promise, and open items

This dossier does not promise a visa, admission to any institution, a job, a diploma, a degree or a certificate recognised by any state, or any language or skill level, and it sets no amount of money. It is general information and not legal advice.

- To be confirmed: Tunisian rules on student internships, insurance and social security.
- To be confirmed: Form of the internship agreement, electronic signature and treatment of intellectual property.
- To be confirmed: Content and publication of the TIPCS data-protection declaration (Law 2004-63, declaration in progress) and retention periods.
- To be confirmed: Legal characterisation of any support to interns (employment, social-security and tax treatment).
- [amount to be set by the Board with funders] for any support to interns or supervisors.
- Contact: Contact@tipcs.org; landline +216 73 553 915.

> Programme dossier, version 1.0, 8 November 2026. Applications start from a TIPCS account at www.tipcs.org. TIPCS does not promise a job, a diploma, a visa or admission anywhere. Adults only (18+). General information, not legal advice: check the current official texts before relying on it.

FRANÇAIS : RÉSUMÉ

Programme de stages du TIPCS : dossier de conception

Gouvernance, supervision, calendrier, résultats d'apprentissage, financement, cadre juridique, suivi et extension

Ce dossier présente la conception du programme de stages du TIPCS, qui couvre les quatre appels : stage de recherche Kerkouane, stage Periplus en gestion de programme, stage Sufete politiques et données et stage Elissa communication et numérique. Chaque stage dure de 3 à 6 mois, est supervisé, ouvert toute l'année et réservé aux adultes de 18 ans et plus. Le dossier n'est pas encore ratifié, et aucun établissement ni bailleur n'y est cité comme ayant donné son accord.

Gouvernance et supervision : le Conseil d'administration approuve le dispositif et tout soutien financier et supervise ; l'administration exécutive gère et signe, toute dépense exigeant trois signatures différentes ; le Président approuve les appels ; le Chief of Staff pilote le programme ; un conseil académique fixe les normes de supervision et traite les litiges ; un référent sauvegarde, extérieur à la ligne hiérarchique, reçoit les signalements. Chaque stagiaire a un superviseur nommé, deux séances par semaine, une évaluation à mi-parcours et une évaluation finale.

Calendrier et résultats : les candidatures sont continues ; un examen mensuel permet des entrées chaque mois selon la capacité des superviseurs. Un cadre commun de résultats d'apprentissage s'adapte à chaque stage ; l'attestation d'activités de stage n'est ni un diplôme ni un certificat reconnu par un État.

Financement : le dispositif repose sur des ressources en nature et sur des sources à solliciter. Aucun montant n'est fixé : « [montant à fixer par le Conseil avec les bailleurs] ». Les parts indiquées sont purement illustratives. Un éventuel soutien aux stagiaires serait un remboursement de frais ou une aide à l'apprentissage définie par écrit, jamais une rémunération, et son traitement juridique reste à vérifier.

Cadre juridique (informations générales, sans avis juridique) : convention de stage selon le Code des obligations et des contrats ; pas d'emploi déguisé (Code du travail) ; assurance et sécurité sociale à vérifier ; décret-loi 2011-88 sur les associations (transparence, comptabilité, rapports) ; loi organique 2015-26 modifiée par la loi organique 2019-9 pour la diligence sur les fonds et partenaires ; loi 2004-63 sur les données personnelles (déclaration à l'INPDP en cours) ; loi 94-36 pour les productions et les images ; loi 2017-10 sur les lanceurs d'alerte ; lois sur la violence faite aux femmes, la traite des personnes et la discrimination raciale. Vérifier les textes en vigueur avant toute publication.

Politiques liées : politique de stages, politique de recrutement et politique photo et médias (projets soumis à la ratification du Conseil) ; sauvegarde, lanceurs d'alerte et plaintes, conflits d'intérêts (ratifiées, v1.0). L'extension se fait par étapes, limitée par la capacité de supervision. Le TIPCS ne promet ni visa, ni admission, ni emploi, ni diplôme. Contact : Contact@tipcs.org, ligne fixe +216 73 553 915.

> Dossier de programme, version 1.0, 8 novembre 2026. Toute candidature part d'un compte TIPCS sur www.tipcs.org. Le TIPCS ne promet ni emploi, ni diplôme, ni visa, ni admission. Adultes uniquement (18 ans et plus). Information générale, non un avis juridique : vérifier les textes officiels en vigueur avant de s'y fier.

برنامج التربصات في المعهد: وثيقة التصميم

الحوكمة والإشراف والروزنامة ومخرجات التعلّم والتمويل والإطار القانوني والمتابعة والتوسّع

تعرض هذه الوثيقة تصميم برنامج التربصات في المعهد، وهي تشمل النداءات الأربعة: تربص كركوان البحثي، وتربص بيريبلوس في إدارة البرامج، وتربص السوفيت للسياسات والبيانات، وتربص عليسة للاتصال والرقمنة. مدة كل تربص من 3 إلى 6 أشهر، وهو مُشرَف عليه ومفتوح طوال العام وللبالغين فقط (18 سنة فأكثر). والوثيقة غير مصادَق عليها بعد، ولا تذكر أي مؤسسة أو جهة ممولة على أنها وافقت.

الحوكمة والإشراف: يقرّ مجلس الإدارة التصميم وأي دعم مالي ويشرف على التنفيذ، وتتولى الإدارة التنفيذية التسيير والتوقيع، ويتطلب كل إنفاق ثلاثة توقيعات مختلفة؛ ويصادق الرئيس على النداءات، وتقود رئاسة الديوان (Chief of Staff) البرنامج، ويضع المجلس الأكاديمي معايير الإشراف وينظر في الخلافات، ويتلقى مسؤول الحماية، خارج التسلسل الإداري، البلاغات. ولكل متربص مشرف معيَّن وجلستان أسبوعيًا وتقييم في منتصف المدة وتقييم نهائي.

الروزنامة والمخرجات: تُستقبل الطلبات باستمرار، ويتيح فحص شهري انطلاق دفعات كل شهر بحسب طاقة المشرفين. ويُكيَّف إطار مشترك لمخرجات التعلم مع كل تربص؛ وشهادة أنشطة التربص ليست دبلومًا ولا شهادة معترفًا بها من أي دولة.

التمويل: يقوم الترتيب على موارد عينية وعلى مصادر يُسعى إليها. ولا يُحدَّد أي مبلغ: «[المبلغ يحدده المجلس مع الممولين]». والنسب الواردة توضيحية فقط. وأي دعم للمتربصين، إن أقرّه المجلس، يكون تعويضًا عن نفقات متفق عليها أو منحة تعلّم محددة كتابةً، لا أجرًا عن عمل، ويبقى تكييفه القانوني محل تحقق.

الإطار القانوني (معلومات عامة، وليست استشارة قانونية): اتفاقية التربص وفق مجلة الالتزامات والعقود؛ ولا يجوز إخفاء علاقة شغل في صورة تربص (مجلة الشغل)؛ ويبقى التأمين والضمان الاجتماعي محل تحقق؛ والمرسوم عدد 88 لسنة 2011 المتعلق بتنظيم الجمعيات (الشفافية والمحاسبة والتقارير)؛ والقانون الأساسي عدد 26 لسنة 2015 كما نُقّح بالقانون الأساسي عدد 9 لسنة 2019 للتحري في الأموال والشركاء؛ والقانون الأساسي عدد 63 لسنة 2004 لحماية المعطيات الشخصية (وتصريح المعهد لدى الهيئة الوطنية لحماية المعطيات الشخصية قيد الإعداد)؛ والقانون عدد 36 لسنة 1994 للإنتاجات والصور؛ والقانون عدد 10 لسنة 2017 لحماية المبلّغين؛ وقوانين مناهضة العنف ضد المرأة والاتجار بالأشخاص والتمييز العنصري. وتُراجع النصوص السارية قبل أي نشر.

السياسات ذات الصلة: سياسة التربصات وسياسة الانتداب وسياسة الصور والإعلام (مشاريع بانتظار مصادقة المجلس)؛ وسياسات الحماية والإبلاغ والشكاوى وتضارب المصالح (مُصادَق عليها، الإصدار 1.0). ويجري التوسّع على مراحل تحدّها طاقة الإشراف. ولا يَعِد المعهد بتأشيرة ولا بقبول ولا بوظيفة ولا بدبلوم. للاتصال: Contact@tipcs.org، الهاتف الثابت +216 73 553 915.

ملف البرنامج، الإصدار 1.0، 8 نوفمبر 2026. تبدأ كل طلبات التقدم من حساب لدى المعهد على www.tipcs.org. لا يَعِد المعهد بوظيفة ولا شهادة ولا تأشيرة ولا قبول. للبالغين فقط (18 سنة فأكثر). معلومات عامة وليست استشارة قانونية؛ يُرجى التثبت من النصوص الرسمية السارية قبل الاعتماد عليها.