

TERMS of REFERENCE

Job Title:	National Consultant – Adviser on the Rights of Persons with Disabilities (UN Human Rights Office – OHCHR Moldova)
Contract type:	Individual Contract
Duration of assignment:	January- December 2018, 11 months, with estimated workload of up to 180 working days – with possibility of extension for the following period/year(s)
Starting date:	22 January 2018

Background

The UN Human Rights Office (Office of the UN High Commissioner for Human Rights – OHCHR) is a United Nations structure with a unique mandate from the international community to promote and protect human rights universally towards full implementation of the 1948 Universal Declaration of Human Rights and other international human rights standards.

UN Human Rights Office in Moldova, led by the National Human Rights Coordinator, assists the UN RC Office, UN Country Team in Moldova (UNCT), Government and civil society in strengthening human rights and human rights based approaches, working closely with the UN Country Team on capacity building and mainstreaming human rights in their work, as well as providing support in engagement with national actors on human rights, including advising national authorities upon request.

One of the Office's strategic priorities for 2018-2021 is work in the field of Rights of Persons with Disabilities, including in the Transnistrian region of Moldova. In particular, the objective of this work is implementation of all provisions of the UN Convention on the Rights of Persons with Disabilities, as well as of the 2017 Concluding Observations on Moldova of the UN Committee on the Rights of Persons with Disabilities, 2016 Report of the UN Special Rapporteur on the Rights of Persons with Disabilities following 2015 official visit to the country and region, 2013 and further follow-up recommendations of UN Senior Human Rights Expert Thomas Hammarberg.

Scope of work

Under the guidance of the National Human Rights Coordinator and Human Rights in the Transnistrian Region Program Manager, the Consultant shall:

1. Advise and assist in disability determination reform(s) in the Transnistrian region of Moldova, following-up on disability determination reform in mainland Moldova and drawing on the positive experiences of this reform;

2. Advise and assist in reform(s) on prevention of institutionalization and deinstitutionalization of persons with disabilities in the Transnistrian region of Moldova, following-up on deinstitutionalization reform in mainland Moldova and drawing on the positive experiences of this reform;
3. Advise and assist in reform(s) on development of community services for persons with disabilities towards ensuring independent/autonomous living with dignity in the Transnistrian region of Moldova, following-up on community services reform in mainland Moldova and drawing on the positive experiences of this reform;
4. Advise and assist in reform(s) on inclusive education, assisted employment of persons with disabilities, prevention and combatting of violence against persons with disabilities in custody in the Transnistrian region of Moldova, following-up on such reforms in mainland Moldova and drawing on the positive experiences of these reforms;
5. Advise and assist in Office's work towards empowerment of persons with disabilities, restoration of legal capacity of persons with disabilities in conditions of equality with others, physical and informational accessibility, as well as work with mass media and educators on the subjects concerning rights of persons with disabilities – across both banks of Nistru-river;
6. Strengthening active groups and organizations of persons with disabilities and network(s) of persons with psychosocial and intellectual disabilities, at both banks of Nistru-river;
7. Promoting international principles and standards on rights of persons with disabilities (in the first place CRPD) for various stakeholders, incl. health, social, educational and justice fields, through trainings, on both banks of Nistru-river.

Specific Deliverables

Deliverables	Estimated workload	Tentative timeframe	Installments
1) Written comments and contributions to the policy documents and regulations on the above-listed reforms – at least 5 documents / regulations commented / with contributions	50 days	February-December 2018	
<i>1st document / regulation</i>	10 days	February-March	1 st
<i>2nd document / regulation</i>	10 days	April-May	2 nd
<i>3rd document / regulation</i>	10 days	June	3 rd
<i>4th document / regulation</i>	10 days	July-September	4 th
<i>5th document / regulation</i>	10 days	October-December	5 th
2) Organized ¹ and delivered trainings (development of materials of trainings, training	50 days	February-December 2018	

¹ Except the logistical aspects. Mainly mobilization activities.

agendas, lists of participants) – at least 100 trainings sessions of 1,5hrs each			
<i>1st round of trainings</i>	10 days	February-March	1 st
<i>2nd round of trainings</i>	10 days	April-May	2 nd
<i>3rd round of trainings</i>	10 days	June	3 rd
<i>4th round of trainings</i>	10 days	July-September	4 th
<i>5th round of trainings</i>	10 days	October-December	5 th
3) Substantially commented project documents on development of community services for persons with disabilities / institutional deinstitutionalization plans – at least 5 commented documents / plans	50 days	February-December 2018	
<i>2 project documents / plans</i>	20 days	February-March	1 st
<i>2 project documents / plans</i>	20 days	April-June	3 rd
<i>1 project document / plan</i>	10 days	July-September	4 th
4) Participation with substantial contributions to thematic conferences and meetings – at least 15 participations in such events	15 days		
<i>1st round of conferences / meetings</i>	5 days	February-March	1 st
<i>2nd round of conferences / meetings</i>	5 days	April-June	3 rd
<i>3rd round of conferences / meetings</i>	5 days	July-September	4 th
5) Participation in OHCHR internal coordination meetings – at least 15 participations in such meetings			
<i>1st round of meetings</i>	5 days	February-March	1 st
<i>2nd round of meetings</i>	5 days	April-June	3 rd
<i>3rd round of meetings</i>	5 days	July-September	4 th
TOTAL:			180 days
<u>Schedule of payment installments:</u> 1 st – 50 days (27,78%) 2 nd – 20 days (11,11%) 3 rd – 50 days (27,78%) 4 th – 40 days (22,22%) 5 th – 20 days (11,11%)			

Payments to the Consultant will be made upon satisfactory certification of the supervising officer(s), based on the submitted time-sheets and associated brief explanatory reports, for the

number of working days effectively worked under the assignment. All payments are subject to approval of the above key deliverables.

Organizational settings: The Adviser on the Rights of Persons with Disabilities works under the guidance and supervision of the National Human Rights Coordinator and Human Rights in the Transnistrian Region Program Manager, in close collaboration with the entire OHCHR team and OHCHR partners/counterparts. The Consultant is expected to work most of its time at the OHCHR office, where s/he will be provided a work place and equipment, fully engaging into the internal OHCHR coordination meetings.

Performance evaluation: Consultant's performance will be evaluated following such criteria as timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

Qualifications Criteria (Skills and Experience Required)

Academic Qualifications:

- University degree, preferably in law, social science, psychology or other discipline related to human rights and/or persons with disabilities (Master's or Doctoral degree – an advantage);

Experience and skills:

- At least five (5) years of relevant professional experience at the national and/or international level on rights of persons with disabilities, based on international standards on rights of persons with disabilities;
- Practical knowledge of work on reforms concerning persons with disabilities (particularly such reforms as disability determination, deinstitutionalization, legal capacity, inclusive education, community services for persons with disabilities or similar reforms);
- Proven experience of developing and delivering training modules related to the concepts of supported decision making, independent living and other disability related inclusion measures;
- Professional experience in conducting research, monitoring and documentation, and development of policy papers;
- Experience of work with organizations of persons with disabilities;
- Experience of work with persons with psychosocial or intellectual disabilities is a strong asset.

Competencies:

- Effective communication skills, ability to think creatively to develop and implement innovative solutions in a challenging environment, excellent organizational, teamwork and inter-personal skills;
- Proven ability to manage diverse and complex tasks. Ability to achieve results and meet strict deadlines in an effective manner, maintaining a high-quality standard throughout;
- Proven commitment to the core values of the United Nations, in particular, respecting differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status.

Language requirements:

- Fluency in both oral and written Romanian and Russian, as well as good knowledge of English, is a must. Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset.

Diversity Clause: Applicants from under-represented groups (persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens) will have an advantage during the selection process. OHCHR is committed to reasonably accommodate the working environment for the persons with special needs.

Documents to be included in the proposal

Interested persons should submit the following documents:

1. Cover letter explaining why they are the most suitable for the work including relevant past experience(s);
2. Financial proposal;
3. Personal CV including past experience(s) in similar assignments and at least three references.
4. Offeror's Letter confirming Interest and Availability.

The United Nations Organization is committed to diversity and inclusion. Women, persons from vulnerable groups, such as persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens legally entitled to work in the Republic of Moldova, as well as persons from other under-represented groups are particularly encouraged to apply.