
TERMS OF REFERENCE

Job title:	Two (2) National Consultants for capacity building and technical assistance of Ungheni and Cahul LPAs on Public Private Partnerships <ul style="list-style-type: none">• One (1) Legal-institutional specialist (Consultant 1 Team-leader)• One (1) Economic-financial specialist (Consultant 2).
Duty Station:	Moldova, Chisinau, with trips to the focal regions Cahul and Ungheni
Section/Unit:	EU4Moldova: Focal Regions Programme (EU-funded)
Type of Contract:	Individual Contracts
Starting Date:	October 2021
Expected Duration of Assignment:	October 2021 – June 2022, estimated volume of work: 60 working days - Consultant 1, Team-leader; 45 working days - Consultant 2.

Job Content:

I. GENERAL CONTEXT

The EU4Moldova: Focal regions Programme (further Programme) is based on the European Commission Implementing Decision on the Annual Action Programme 2018 in favour of the Republic of Moldova and is funded by the European Union and implemented by the United Nations Development Programme and UNICEF.

The **overall objective** of the five-year Programme is to strengthen the economic, territorial and social cohesion in the Republic of Moldova through smart, green, inclusive, sustainable and integrated socio-economic development as well as improving the standards of living of the citizens in the focal regions: Cahul and Ungheni.

To this end, this Programme will address the urban-rural divide and regional disparities, stimulate economic growth and job creation, refurbish and upgrade targeted social and technical infrastructure in selected focal regions (smaller towns and villages) while taking into account climate change and gender perspective in the activities of the Programme.

Specific objectives:

1. To strengthen transparency, accountability of local public authorities and people's participation in local governance processes in the focal regions.
2. To improve citizens' access to quality public services and utilities in the pilot focal regions.
3. To create employment opportunities for men and women in the focal regions and improve the attractiveness of the pilot regions for investors and entrepreneurs.
4. To promote the smart specialization of the economy of the focal regions through the development of the clustering and value chain approach in key economic sectors.

The Program objectives will be achieved through measures targeted at: (i) capacity building to support the implementation and monitoring of local economic development plans; (ii) civil society engagement in local planning, governance processes and basic social service delivery; (iii) provision of investment funding in support of the creation and/or development of social and technical infrastructure which, combined with the outcomes from interventions (i) and (ii) above, will have an immediate, visible and tangible impact on employment creation, the standard of living of the population in the focal regions.

II. SPECIFIC CONTEXT

The current challenges imposed to local public authorities by the daily needs of the inhabitants such as: rehabilitation of streets and transport infrastructure; quality drinking water supply; waste collection and recycling; environment protection; ensuring an attractive business environment; spatial planning and assurance of the public security of citizens are just as many reasons to use the public-private partnership as a mechanism to solve them. Public-private partnership (PPP) involves signing of a contract between a public authority and a private company, according to which, the private company performs all or only part of the actions/ functions in a specific field, which are traditionally performed by the public authority. In this way, a cooperation relationship between the public sector, launcher of public utility projects, and the private sector - with funds and efficient management is established. Through the same contract, both parties normally share their roles, responsibilities, risks and intended gains.

In a broad definition, the Public-Private Partnership (hereinafter PPP) is a form of cooperation between public authorities and the business environment and is established in order to attract private investment for public interest projects, increase efficiency and quality of services, works and other activities of public interest and the efficient use of public patrimony¹. PPP is a tool for implementation of public interest projects: medium- and long-term development of infrastructure and public services, increase efficiency and quality of services, efficient use of public assets and public money based on cost-effectiveness, combining the benefits of the public and private sectors.

Increasing the quality of the public administration process is a major objective of public authorities involved in meeting the general needs of citizens, both at central and local level. From this perspective, it is necessary to identify and introduce in current practice innovative and advanced working methods, techniques and tools that can eliminate the problems of insufficient capacity (technique, human resources) and financial resources in solving issues of public interest and necessity and can ensure efficient use of resources.

One of such tools is PPP, widely used in developed countries, which manifests in a way of cooperation between the public and private sectors, based on the knowledge and capabilities of each partner, and in which the risks, costs and benefits are shared between the partners. Among the advantages of public-private partnership projects can be mentioned the following: (i) obtaining resources available in the private environment for the medium and long term development of public infrastructure and services; (ii) increasing the efficiency and quality of services due to attracting better developed managerial capacities in the private sector; (iii) efficient use of public assets and local budget resources; (iv) the discharge of public budgets from certain expenditures generated by the provision of services, through their transfer to the private sector, which has the potential to apply innovative solutions; (v) due to the

¹ Guidelines for Successful Public-Private-Partnerships. PPP Coordinator : Mr Roberto Ridolfi, EC 2003, [Toolkit 1 \(europa.eu\)](#)

reassessment of the financial potential and financial reallocation, the public authority has additional financial resources that can be allocated to social, health or education projects that are not essentially profitable in themselves; (v) clarifying aspects of vision, strategies, priorities and application of specific innovations to certain public sectors due to attracting the advanced approaches of private sector managers; d) creation of business opportunities for the private sector, implicitly in the period of economic crises or why not in the period of exceptional state as we have at present when we are in the global COVID 19 pandemic; (vi) last but not least, obvious environmental protection advantages by including ecological standards as mandatory requirements in PPP projects, use of private experience and access to the latest technologies (low carbon, energy efficiency, circular economy, etc.). Thus, at European and World², level, PPP is considered and applied as an essential tool for attracting private investments in the public sector and effectively solving of existing problems at the local level, in the context in which, if no private investment is attracted, existing problems would be solved from public resources but in a very, very long time.

In November 2020, with the support of the Program in both beneficiary municipalities, public mobilization events were held (online opinion polls³, conferences, hackathons⁴) to identify local development projects, urban rehabilitation, modernization of public infrastructure and increasing the quality of public services. In the lists of projects identified by the participants there are several project proposals that could be realized based on PPP, the local authorities not having the technical capacities but also the financial resources necessary for their realization. Among them can be mentioned: arrangement and management of waiting stations for public transport, construction of a modern multifunctional exhibition center for the promotion of local manufacturers; Renovation and use of the space in the Ungheni Water Tower, modernization of public transport in Ungheni and Cahul, (incl. With the use of smart solutions), modern transport units; arranging modern parking spaces; arranging a field for tennis, skateboarding, other sports activities; development of a network of runways for alternative transport in cities; development of a rental service for bicycles, scooters etc.

At the level of both municipalities, the local socio-economic development strategies⁵ are being implemented, as well as a series of other policy documents⁶ that include a series of infrastructure or public service development projects for which it is necessary to attract consistent investments – private or external. Also, at the level of the two municipalities, the Capital Investment Plans⁷ were elaborated and approved. These documents also include projects and activities to improve the public infrastructure areas projects: of economic development, road development, tourism, energy efficiency or in the field of water and sewerage. Some examples: Modernization of playgrounds in Ungheni; Rehabilitation and arrangement of the central park; Rehabilitation and arrangement of courtyards of residential blocks; rehabilitation and arrangement of urban and interurban bus stations or creation of the Municipal Exhibition Center. For some of these project ideas, potentially to be implemented also through PPP, local authorities have the necessary packages of documents to initiate their implementation, but do not have

² [Public Private Partnership Toolkit - PPIAF, the World Bank and AusAID | Public Private Partnership](#)

³ [Concursuri finalizate | EU4Cahul](#)

⁴ [Au fost desemnați câștigătorii Hackathon Urban Cahul și Ungheni "Orașul tău se schimbă pentru tine. Împreună cu tine" | EU4Ungheni](#)

⁵ [Viziunea, direcțiile de dezvoltare strategică Cahul 2019 - 2025.pdf](#) and [SDES.pdf \(ungheni.md\)](#)

⁶ [Strategii și programe | Ungheni](#)

⁷ [Ungheni Municipality Capital Investments Plan](#) and [Cu privire la aprobarea Planului Multianual de Investiții Capitale | Primaria Cahul, R-UL CAHUL \(gov.md\)](#)

the necessary capabilities and resources. In addition to the lack of financial, technical and human capacities and resources, the local public authorities of both municipalities have also limited knowledge regarding the investment attraction, initiation, assignment, contracting and management of PPP projects. Even more limited are the capacities in aspects related to the economic-financial analysis of the projects, the economic and financial modeling of the project implementation as well as the negotiation of the PPP contracts.

The EU4Moldova: focal regions Programme aims to carry out a series of capacity development activities (seminars, coaching, mentorship and study visits) for relevant stakeholders in the subjects related to the applying innovative solutions and implementation of innovative tools for infrastructure development and service delivery. A first tool addressed in this regard is the public-private partnership.

III. SCOPE OF WORK

The EU4Moldova: Focal Regions Programme intends to hire **two (2) National Consultants** to provide training services, technical assistance and expertise for enhancing the capacities of local public authorities' representatives from Cahul and Ungheni focal regions in the area of Public Private Partnership, as follows:

- **Position 1: One (1) Legal-institutional specialist** (Consultant 1 Team-leader)
- **Position 2: One (1) Economic-financial specialist** (Consultant 2).

Important Note 1: *The potential applicants shall clearly indicate the position they are applying for in the Application Letter.*

The applicants may apply for both positions and this fact shall be clearly indicated in the Application Letter, with the possibility to be selected for 1 position only.

The **overall objective** of the assignment is to assist the public administration authorities from Cahul and Ungheni focal regions to better understand the PPP concept, improve their capacity to identify, develop, initiate implementation and implement concrete PPP projects in conformity with the legal requirements.

The specific objectives of Consultants are:

- (i) conceptualize, organize and deliver at least 24 (twenty four) training hours for up to 20 representatives from Cahul and Ungheni local public authorities in the field of PPP and
- (ii) carrying out a set of specialized consultancy assistance activities (on-job assistance, mentoring, coaching) to identify, develop/update needed packages of documents and initiate implementation of at least 1 (one) PPP project in each target municipality (Ungheni and Cahul).

The Consultants will work in a team based on proposed methodology, which should be presented at the inception phase of activities, and which will be endorsed by the Program.

For the current assignment,

- The **Consultant 1, Legal-institutional specialist**, will have the role of **Team leader** and will plan and coordinate the whole Team's activity, and will be responsible for presentation and overall quality of all the deliverables under this assignment in line with the agreed timeframe and methodology.

- **The Consultant 2, Economic-financial specialist**, will assist the Team leader in carrying out all training and assistance activities and will cover issues related to the economic and financial issues of PPP projects.

In addition to the tasks, activities mentioned further the Consultant 1, Team leader, will be responsible for coordination and consistency of produced reports, including:

- Set up a common work plan and the methodology for the Team, in consultation with and assisted by the Consultant 2.
- Distribute the tasks among the Team' members.
- Ensure a common approach to the tasks of assignment.
- Ensure guidance throughout the stages of assignment on actions, structure & content of products to be developed.
- Coordinate and participate in the process of consultation with the Programme's key partners, relevant stakeholders to validate the produced outputs, to collect and consider their feedback and recommendations for improvement.
- Develop, with the contribution of second Consultant the Progress and Final Reports on the activities and outputs of assignment.

IV. TASKS AND ACTIVITIES

The contracted Consultants shall perform the following tasks and activities:

1. Initiation of activities.

Organize preparatory activities to launching the assignment, including:

- (i) Prepare the detailed methodology for carrying out the established tasks;
- (ii) Plan detailed activities for each municipality separately, mentioning the expected contract results/deliverables;
- (iii) Contact local public authorities and perform a quick assessment of local capacities and training needs in the field of PPP.
- (iv) Agree with local public authorities on period for trainings, number of participants and modality of carrying out training and assistance activities.
- (v) Organize and inception meeting with Programme Team and provide a presentation explaining the approach, Methodology, schedule of the detailed activities and expected results / deliverables of the assignment.
- (vi) Prepare and deliver Progress Report on performed activities.

2. Develop training materials and carry out activities to prepare conducting of training sessions.

Consultants will analyze the training needs identified during the exercise for quick assessing local capacities and needs and will develop the set of training materials. The training sessions will cover, but not limited to, the following topics:

1. Introduction to PPP
 - a. What is PPP? – definitions and approaches

- b. The broad and narrow concept of PPP
 - c. The economic concept of PPP.
 - d. Advantages and Disadvantages of PPP
 - e. The main preconditions for success in PPP
 - f. Regional and international experience in PPP
2. PPP in Moldova - the legal framework
 - a. The existing relevant legal framework
 - b. Mandatory procedures
 - c. Unregulated procedures and decisions.
3. PPP implementation - the decision-making process
 - a. Alternative forms for public works and the provision of public services
 - b. Mechanisms and tools for comparing alternatives
 - c. Feasibility studies
 - d. Cost-benefit analysis
 - e. Risk analysis and evaluation
 - f. Decision to initiate a PPP.
4. PPP implementation - administrative and management steps
 - a. Preparation of the PPP project map (content, guides, sources, know-how)
 - b. Procurement rules and responsibilities (obligations) in PPP projects (competition, selection etc.)
 - c. Contract and its main parts and problems (financing, contingencies and liabilities, warranties, forms of payment, risk sharing ...)
5. Ex-ante and ex-post evaluation of PPP projects
 - a. Ex ante evaluation of PPP projects
 - b. Evaluation of tenders for PPP projects
 - c. Current and ex-post evaluation of PPP projects (reviews during realization of a PPP project, final evaluation - outcomes, impact, results).
6. Management of the PPP project contract
 - a. Final draft of the contract
 - b. Signing the contract
 - c. Contract modification - when, why, what can and what cannot
 - d. Execution of the contract
 - e. Contract conclusion.
7. Communication during the development and implementation of PPP projects
 - a. Communication with candidates and selected partners during all phases of contract management - possible forms, prohibited forms of communication.
 - b. Communication with candidates and selected parties throughout the implementation period a of the project - possible forms, prohibited forms
 - c. Communication with beneficiaries
 - d. Communication with the general public. Creation of public supervision council of the project, public monitoring of the project.

3. Organize and deliver trainings for representatives of local public administration of Cahul and Ungheni focal regions.

The contracted consultants will organize and conduct at least 24 (twenty four) training hours (possible on-line) with the participation of representatives of LPAs from both focal municipalities.

The epidemiological conditions in the country, as well as the availability of LPA representatives to participate will be taken into account when organizing the training sessions and selecting the type of training sessions – mixed ones, with physical presence and online or only online sessions.

At least 20 LPA representatives (urban and rural communities) from every focal region will be invited to attend the training sessions.

Before starting training sessions, the National Consultants will submit for Programme's review and endorsement – training sessions' agenda, brief description of training modules (aim, content, expected results, etc.), Power Point presentations, case studies' models and other project examples, template of evaluation questionnaire to be applied at the beginning and end of the training sessions.

The training program should:

- be adjusted to the level of knowledge and competence of the LPA representatives;
- meet the needs of participants attending the training;
- be based on in-depth practical approach and observe the "learning by doing" principle;
- include relevant case studies, examples of successful project proposals that got already implemented and practical exercises of positive and negative practices;
- be interactive, using adult learning techniques, audio and video materials, including the bibliography of relevant materials;
- incorporate human rights-based approach, sustainable development and green economy, SDGs (Sustainable Development Goals), and integrated gender equality approach;
- be focused on performance and outcomes' achievement approach.

The participants' knowledge will be evaluated at the end of the training sessions, as well as the aspects related to organization, training materials, trainers' performance, and other relevant aspects.

4. Provide technical and methodological support to Cahul and Ungheni mayoralities to develop and launch implementation of at least one PPP project/per municipality.

The selected Consultants will provide technical and methodological support (on-job training, mentoring, coaching) to Cahul and Ungheni mayoralities to identify, develop/update needed packages of documents and initiate implementation of at least 1 (one) PPP project in each target municipality Ungheni and Cahul.

For the respective purpose, a list of potential PPP projects shall be identified with the representatives of the two mayoralities. From the identified initiatives at least one (1) priority PPP project shall be selected per municipality for further development. The team of consultants will propose a list of evaluation and selection criteria for potential PPP projects that local public authorities will use in the analysis and selection process. The criteria will include but not be limited to: the actuality and necessity of the project, relevance, the degree of preparation of the related technical documentation (feasibility study, technical project, impact analysis, etc.), the investment interest of the project, etc.

Subsequently, the Consultants will provide methodological assistance and guidance for PPP projects' development and launching for implementation. Hence, regular meetings will be organized with every mayoralty to analyze and solve the problems related to project development. Information and consultative support shall be provided, as well as direct involvement in drafting the package of documents for the identified PPP projects. Assistance shall be provided in: (i) identifying domains of potential PPP projects; (ii) creation of institutional framework (Commission for PP projects, working groups, Selection Committee etc.); (iii) elaboration / adjustment of feasibility studies, if the case; (iv) develop/update needed packages of documents (announcement, conditions for investment competition, draft contract, etc.); (v) assistance in negotiation of PPP contract; (vi) assistance in launching implementation of PPP project.

It is recommended to guide the local beneficiaries to focus on projects aiming to foster social-economic development and to improve living and economic standards for the population, which integrates "green" - environmentally friendly solutions, elements of energy efficiency or of circular economy in the provision of public services or improving the quality of public utility infrastructure, as well as that include SMART tools and digital solutions.

5. Completion of activities.

The contracted Consultants will sum up the implemented activities and obtained results and will submit a Final Activity Report, describing the inputs provided for implementing the envisaged activities, obtained results, lessons learned, good practices and recommendations for the Programme.

V. DELIVERABLES, WORKLOAD AND TIMELINE

The contract activities imply the achievement of the following deliverables:

Tasks, Activities & Deliverables <i>(provision of deliverables of required content and quality is the only criteria for consultant's payment)</i>	Estimated work volume <i>(used at the submission stage)</i>	Tentative timeframe <i>(subject to coordination/adjustment with EU4MD project team)</i>
<p>I. Initiation of activities.</p> <ul style="list-style-type: none"> ✓ Elaborate the Methodology for the envisaged activity; ✓ Schedule the detailed and accurate plan for implementation of activities and the expected results / deliverables of the contract for each consultant; ✓ Perform a quick assessment of local capacities and training needs in the field of PPP; ✓ Participate in inception meeting and provide a presentation explaining the approach, Methodology, schedule of the detailed activities and expected results / deliverables of the assignment. <p><i>Team-Leader is responsible for the task with the support and participation/ inputs of the Consultant 2.</i></p>	<p>Consultant 1 - up to 5 working days</p> <p>Consultant 2 - up to 4 working days</p>	

Tasks, Activities & Deliverables <i>(provision of deliverables of required content and quality is the only criteria for consultant's payment)</i>	Estimated work volume <i>(used at the submission stage)</i>	Tentative timeframe <i>(subject to coordination/adjustment with EU4MD project team)</i>
<p>Deliverable I: 1st Progress Report</p> <ul style="list-style-type: none"> ✓ The working Methodology reflecting the proposed approach, the planned activities and methods, tools; ✓ The detailed implementation plan, as well as the estimated time for the delivery of deliverables ✓ Results of the quick training need assessment. <p><i>Team-Leader is responsible for the Deliverable with the support and inputs of the Consultant 2.</i></p>		2 weeks since the contract signature
<p>II: Conceptualize and develop training materials and carry out activities to prepare conducting of training sessions.</p> <ul style="list-style-type: none"> ✓ Development of the training program and modules, adjusted to the needs of the beneficiaries and the current context (for at least 24 training hours). <p><i>Both Consultants are involved. Each of Consultants is responsible for the tasks by specialization. Team-leader is responsible for overall guidance and supervision of the task implementation process.</i></p>	Consultant 1 - up to 6 working days Consultant 2 - up to 5 working days	
<p>Deliverable II: 2nd Progress Report</p> <ul style="list-style-type: none"> ✓ the Curriculum and training materials (word version and power point presentations) necessary for the realization of the training program that will target the topics required in this ToR, will be attached to the Progress Report No. 2. <p><i>Team-Leader is responsible for the Deliverable with the support and inputs of the Consultant 2.</i></p>		1 month since the contract signature
<p>III: Organize and deliver trainings for representatives of local public administration of Cahul and Ungheni focal regions</p> <ul style="list-style-type: none"> ✓ Organize and delivery at least 24 (twenty-four) training hours (possibly on-line) with the participation of representatives of LPAs from both focal regions; ✓ Evaluation of the results of the implementation of training activities for representatives of LPAs from both focal regions (Questionnaire). <p><i>Both Consultants are involved. Each of Consultants is responsible for the tasks by specialization. Team-leader is responsible for overall guidance and supervision of the task implementation process.</i></p>	Consultant 1 - up to 6 working days Consultant 2 - up to 4 working days	
<p>Deliverable III: 3rd Progress Report</p> <ul style="list-style-type: none"> ✓ Report on contributions made in the training process, including results of the evaluation questionnaires. 		3 weeks after presentation of Deliverable 2

Tasks, Activities & Deliverables <i>(provision of deliverables of required content and quality is the only criteria for consultant's payment)</i>	Estimated work volume <i>(used at the submission stage)</i>	Tentative timeframe <i>(subject to coordination/adjustment with EU4MD project team)</i>
<p><i>Team-Leader is responsible for the Deliverable with the support and inputs of the Consultant 2.</i></p>		
<p>IV. Provide technical and methodological support to Cahul and Ungheni mayoralities to develop and launch implementation of at least two PPP projects.</p> <ul style="list-style-type: none"> ✓ Provide technical and methodological support (on-job training, mentoring, coaching) to Cahul and Ungheni mayoralities to identify, develop/update needed packages of documents and initiate implementation of at least 1 (one) PPP project in each target municipality Ungheni and Cahul. ✓ identify domains of potential PPP projects; ✓ creation of institutional framework (Commission for PP projects, working groups, Selection Committee etc.); ✓ elaboration / adjustment of feasibility studies, if the case; ✓ develop/update needed packages of documents (announcement, conditions for investment competition, draft contract, etc.); ✓ assistance in negotiation of PPP contract; ✓ assistance in launching implementation of PPP project. <p><i>Both Consultants are involved. Each of Consultants is responsible for the tasks by specialization. Team-leader is responsible for overall guidance.</i></p>	<p>Consultant 1 - up to 40 working days</p> <p>Consultant 2 - up to 30 working days</p>	
<p><u>Deliverable IV: 4th Progress Report</u></p> <ul style="list-style-type: none"> ✓ The Progress Report No. 4 will include the description of the technical and methodological support activities to develop and launch implementation of at least two PPP projects, Activity 4. <p><i>Team-Leader is responsible for the Deliverable with the support and inputs of the Consultant 2.</i></p>		<p>6 months after presentation of Deliverable 3</p>
<p>V. Completion of activities.</p> <ul style="list-style-type: none"> ✓ Elaboration of the Final Report on the implemented activities. <p><i>Both Consultants are involved.</i></p>	<p>Consultant 1 - up to 3 working days</p> <p>Consultant 2 - up to 2 working days</p>	
<p><u>Deliverable V: Final Report</u></p> <ul style="list-style-type: none"> ✓ Report on contributions for the implementation of activities, results produced, lessons learnt and best practices and recommendations. 		<p>2 weeks after presentation of Deliverable 5</p>

Tasks, Activities & Deliverables <i>(provision of deliverables of required content and quality is the only criteria for consultant's payment)</i>	Estimated work volume <i>(used at the submission stage)</i>	Tentative timeframe <i>(subject to coordination/adjustment with EU4MD project team)</i>
<p><u>Note 2:</u> The Final Report will contain the narrative part on the progress achieved with all deliverables attached (both in hard and digital versions). Team-Leader is responsible for the Deliverable with the support and inputs of the Consultant 2.</p>		
<p align="center"><u>TOTAL number of working days estimated</u></p>	<p>Consultant 1, Team leader - 60 working days Consultant 2 – 45 working days</p>	

Note:

The indicated tentative timeframe has been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of the assignment. The provision of the envisaged deliverables approved by the Programme shall be the only criteria for Consultants' work being completed and eligible for payment/s.

All activities under this assignment shall be performed in a gender-sensitive manner and applying human rights-based approach.

Language of the deliverables: All deliverables shall be submitted in Romanian.

Before commencing the work on the assignment, the Consultants will be invited to participate in the introductory meeting with participation of the EU4MD: Focal Regions Programme representatives to agree on implementation approach. In addition, they will be encouraged to participate in other Programme's related to their assignment trainings and events.

Methodological approach: Contracted Consultants will follow strictly the Implementation Methodology, agreed at the initiation stage with the Programme management.

The Program will provide assistance in organizing the training sessions, workshops (it will offer its electronic platforms for on-line meetings).

VI. INSTITUTIONAL ARRANGEMENTS

The Consultants will work under direct supervision of Project Manager on Local Development, in close cooperation with the Project Officer for public services development and Local Coordinators from the focal regions.

Both consultants are responsible for the deliverables for which they will be contracted for.

The given contract represents an activity to be carried out remotely (in the office/at home) with the possibility to go in the field, taking into consideration the epidemiological conditions. All the costs for eventual trips to and from the duty station (Cahul and Ungheni) shall be covered by the Consultant and included in the consolidated financial offer (at least 10 travel-days).

All the above-mentioned deliverables shall be endorsed by the Programme Manager within 14 calendar days from their submission.

VII. QUALIFICATIONS AND SKILLS REQUIRED

The following qualification criteria shall be applied for the selection of the Consultant for the **Position 1 - Legal-institutional specialist, Team Leader:**

Education:

- University degree in Law, Public Administration, Management, Political Science, Sociology or other relevant field. Master's degree will be considered an asset.

Experience:

- At least 5 years of practical experience in the fields related to local development (strategic planning, local development projects implemented with participation of private sector or attracting external financial resources, investment attraction, collaboration with the associative sector and / or private actors).
- Experience in facilitation, coaching, mentoring and/or delivering trainings in the field of PPP (*evidence: the list of the last 3 trainings facilitated in the mentioned field must be presented together with the application package*).
- Experience in investments attraction, implementation of PPP projects/ local development projects financed by the private sector or from external attracted financial resources (*evidence: the list of projects and Consultant role in the respective, including the topic and year must be presented together with the application package*).
- Previous experience of working with UN agencies and/or international organizations, and/or European/donor funded development projects/ programmes will be considered a strong asset.

Competences:

- Demonstrated capacity of team-orientation work, excellent planning and organizational skills;
- Good interpersonal skills, solid judgment/decision making, initiative and creativity;
- Ability to analyze, plan, communicate effectively organize and meet expected results, adapt to different environments (cultural, economic, political and social);
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Knowledge and skills of operating MS Office, including Word, Excel, PowerPoint.

Language requirements:

- Excellent command of written and spoken Romanian and Russian are required. Knowledge of English is an asset.

The following qualification criteria shall be applied for the selection of the **Position 2 – Economic financial specialist, Consultant 2.**

Education:

- University degree in Economics, Finance, Accounting, Business Administration, or other relevant area. Master degree shall be considered an asset.

Experience:

- At least 5 years of working experience providing advisory services for private sector in area of commercial contracts, business transactions, business development and strategic development or other business related activities, collaboration of public actors and/or private sector).
- Experience in facilitation, coaching, mentoring and/or delivering trainings in the field of PPP (*evidence: the list of the last 3 trainings facilitated in the mentioned field must be presented together with the application package*).
- Experience in investments attraction, implementation of PPP projects/ local development projects financed by the private sector or from external attracted financial resources (*evidence: the list of projects and Consultant role in the respective, including the topic and year must be presented together with the application package*).
- Experience of working with UN agencies and/or international organizations, and/or European/donor funded development projects/ programmes will be considered a strong asset.

Competences:

- Demonstrated capacity of team-orientation work, excellent planning and organizational skills;
- Good interpersonal skills, solid judgment/decision making, initiative and creativity;
- Ability to analyze, plan, communicate effectively organize and meet expected results, adapt to different environments (cultural, economic, political and social);
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Computer proficiency, including knowledge of MS Office products (Word, Power Point) as well as e-mails literacy.

Language requirements:

- Excellent command of written and spoken Romanian and Russian are required. Knowledge of English is an asset.

The United Nations Development Programme in Moldova is committed to workforce diversity. Women and men, persons with different types of disabilities, LGBT, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.