
TERMS OF REFERENCE

Position:	2 (two) national consultants to strengthen social corporate responsibility of the business environment in the focal regions and cooperation with the local public authorities <ul style="list-style-type: none">• 1 (one) National Consultant specialized in social corporate responsibility, responsible for <i>Cahul focal region</i>• 1 (one) National Consultant specialized in social corporate responsibility, responsible for <i>Ungheni focal region</i>
Location:	Moldova, Chisinau, with trips to the focal regions of Cahul and Ungheni
Reference project:	EU4Moldova: focal regions Programme (funded by EU)
Type of contract:	Individual Contract
Starting date:	February 2022
Contract duration:	February – August 2022 (the estimated amount of work is 50 business day for each Consultant)

Scope of the position:

I. GENERAL CONTEXT

The EU4Moldova: Focal regions Programme (hereinafter the Programme) is based on the Decision of the European Commission on the Implementation of the Annual Action Plan for 2018 in favor of the Republic of Moldova and is funded by the European Union and implemented by the United Nations Development Programme.

The general objective of the five years Programme consists in strengthening the economic, territorial and social cohesion in the Republic of Moldova by facilitating intelligent, green, inclusive, sustainable and integrated local socio-economic development and improving the living standards of the citizens in the focal regions: Cahul and Ungheni.

For the attainment of this objective, the Programme shall approach the urban-rural discrepancy and regional disparities, shall incentivize economic growth and job creation, shall renovate and modernize the social and technical infrastructure in some places in the selected focal regions (smaller towns and villages) taking into consideration the climate changes and gender perspective in Programme activities.

Specific objectives:

1. Strengthening the transparency and accountability of the local public authorities, as well as citizens' participation in the local governance processes in the focal regions,
2. Facilitating the access of the citizens from the focal regions to public services and utilities of a high quality and performance,
3. Creating jobs for men and women in the focal regions and increasing the territorial competitiveness to attract investments and entrepreneurship,

4. Taking an intelligent development approach based on economic specialization, cluster creation and value chain.

The Programme objectives shall be attained by measures focused on: (i) capacity building to support the implementation and monitoring of the local economic development plans; (ii) involvement of the civil society in local planning, governance processes and basic social service rendering; (iii) offering funding for investments to support the creation and/or development of social and technical infrastructure which, in combination with the results of interventions (i) and (ii) above, shall have an immediate, visible and tangible impact on job creation and on the living standards of the population in the focal regions.

II. SPECIFIC CONTEXT

The current local socio-economic development policies are developed on the basis of the assumption that the business is a component part of the society, the relation of the enterprises / companies with the community is an interdependent one, and the local private sector has the necessary potential and opportunities to make an essential contribution to the development of local/regional communities. In almost all the regional/local development strategies one of the objectives pursued by the public authorities is the inclusive and sustainable social and economic development of the communities administrated by them, and the involvement of the private sector is seen as a primordial factor facilitating and accelerating the attainment of this objective. Nevertheless, the way in which the local/regional public authorities interact with the business needs to be clarified, as this interaction is still an obscure domain (especially for the ex-soviet republics with centralized economies and lack of private businesses), which is not clearly understood yet, and is performed in an indefinite framework with not enough known results.

The specialized literature¹ identifies several levels of interaction between the business environment and the communities/public authorities. First level– limited interaction or lack of interaction. On this level, the business-community interaction is limited to the observance of the provisions of the legal framework authorizing the functioning of businesses and the payment of taxes and fees. The next level is characterized by – positive outsourcing and relates to the situation when a company pursuing exclusively the increase of its own profit creates social benefits for the community as well (for example, it arranges the territory adjacent to the commercial unit to attract more clients). The next level relates to philanthropy – occasional activities involving a certain material aid offered voluntarily and unconditionally by the companies to some poor social categories or organizations, or contributions to some social projects. And the last level is Social Corporate Responsibility (SCR).

The recent studies² in this domain attest that the interaction of the authorities with the business environment in the Republic of Moldova is preponderantly limited to the second and third level, and in a large number of local communities – even to the first level.

For most Moldovan companies the interaction with the local authorities is limited to payments of taxes and fees and, according to the possibility, to some philanthropic activities which are most often

¹ The stakeholder theory of the corporation: Concepts, evidence and implications. Academy of Management Review; Margolis, J.D. and Walsh, J.P. (2004). Misery loves companies: Rethinking social initiatives by business. Administrative Science Quarterly Donaldson, T. and Preston, L.E. (1995).

² Social corporate responsibility in the Republic of Moldova: What may the Government do? Expert-Grup. Chisinau 2011.

perceived as the need to observe the legislation in force. Namely the companies often perceived the philanthropic activities as mandatory and this results from the practice when the companies are “asked” to make donation or to “give some help”. Such requests come frequently from the central or local authorities, most often in form of a proposal which is perceived by the companies as something mandatory. In other words – a sort of “tax”, “tribute” that has to be paid to the society for the prosperity of the company. Philanthropy is very enrooted in the business culture of Moldova, including because its notion is simple, and the results may be seed immediately by the large public. Moreover, for each commercial company it is much easier to “transfer” occasionally an amount of money for social purposes than to integrate in the current activities of the company a business model involving the change of both the way of management and business content.

Little to nothing is known about the fact that companies may: (i) incorporate social characteristics in products, technologies and commercial processes; (ii) embrace advanced practices of human resources management; (iii) attain a high level of environmental performance by decreasing the emissions and negative impact on the environment; (iv) promote and implement circular economy elements; (v) contribute to community development; (vi) promote an advanced business culture; (vii) establish criteria and rules of honesty and integrity as corporate values necessary to eradicate corruption; (viii) promote fundamental human rights (for example, equal employment opportunities or children’s work abolishment) – all of them being elements of social corporate responsibility. Likewise, as the same studies show, a large number of companies in Moldova have not heard about the Global Pact Moldova or about other elements and benefits of the social corporate responsibility.

This shows that there is an acute lack of knowledge, communication and exchange of experience in this domain among companies. Consequently, all these confirm that there is a need to perform activities meant to increase the awareness about the strengthening of cooperation with the private sector in implementing public initiatives of local economic development, as well as about the direct involvement of the business in the performance of such initiatives. The EU4Moldova: Focal regions programme, by its objectives, stipulates that the private sector should be involvement in the local social economic development initiatives, as it has the potential to promote innovation, creation of wellbeing, incomes and jobs, with impact at the level of the focal regions, and it may play an important role in mobilizing internal resources which, in its turn, contributes to poverty reduction.

III. PURPOSE OF THE ASSIGNMENTS

The EU4Moldova: focal regions Programme intends to contract **2 (two) national consultants** qualified and experienced to render consultancy and expertise services with a view to promoting the concept of social corporate responsibility and awareness raising among the private sector representatives to get actively involved in the territorial initiatives of local economic development in the focal regions of Cahul and Ungheni, including:

- **Position 1: 1 (one) National Consultant** specialized in social corporate responsibility, responsible for ***Cahul focal region***;
- **Position 2: 1 (one) National Consultant** specialized in social corporate responsibility, responsible for ***Ungheni focal region***.

Important note 1: *The potential candidates should clearly state in the Application Letter for which of the two positions they apply.*

The candidates may apply for both positions and this should be clearly stipulated in the Application Letter, with the possibility to be selected only for 1 position.

The National Consultants shall work as a team, on the basis of the methodological approach and of a detailed action plan that shall be developed at the start of the activities, and which shall be agreed with the local public partners and approved by the Programme.

The general objective of the National Consultants resides in conceptualizing, organizing and performing a set of activities to promote social corporate responsibility and to increase the degree of awareness of the public sector representatives on the need to involve the private sector in the public initiatives of local economic development, but also on the need for the private sector to know and understand the local development programs initiated by the authorities, to promote and actively engage directly in the fulfilment of the local economic development initiatives.

For the current mission, the National Consultants shall be responsible of:

- Conceptualizing the activities, determining a practical methodological approach and a detailed working plan for the organization of the consultancy, assistance and expertise activities for each focal region but based on a common theoretical-methodological approach;
- Preliminary coordination of all the activities with the local public authorities and with the Programme, especially regarding the interaction with the private sector, business support organizations to plan and validate the activities and obtained results, to collect and take into consideration their recommendations for improvement;
- Performance of the tasks according to the requirements and excellence standards and best practices in consultancy, mentorship and coaching;
- Development of the reports of activity, conclusions and recommendations for subsequent similar activities organized by the Programme.

IV. TASKS AND ACTIVITIES

The selected consultants shall fulfil the following tasks and activities:

1. Initiation of activities.

At this initiation stage the selected Consultants shall perform the following activities:

- Prepare the methodological approach for the performance of the established tasks and coordinate the methodology with the Programme and local beneficiaries (LPAs of Cahul and Ungheni);
- Contact the local public authorities and perform a fast assessment of the needs for assistance and clarify the specific features of interaction between the LPA and the regional business community;
- Agree with the local public authorities on the period of activities, information sessions, study visits, as well as on other aspects relevant to the performance of the assistance activities.
- Plan in detail the consultancy activities for each focal region separately, mentioning the expected results/deliverables;

- Organize an initiation meeting with the Programme Team and present the methodological approach, schedule of detailed activities and expected results/deliverables of the mission;
- Prepare and present the Progress report on the activities performed at this stage.

2. Conceptualization, organization, and performance of public events to interact with the business sector.

The selected consultants shall conceptualize, organize, and perform, in each focal region, at least 5 public events (for example: working meeting, public discussion, public café, round table, expert panels, consultations, etc.) for information, discussions, debates on common interest topics regarding the development of the business environment, CSR, local economic development and synergies in implementing local development projects.

The purpose of the public events is to strengthen the relations with the strongest and most influential regional business leaders to promote the personalized motivational approach in involving LED, as well as to motivate and attract the “business leaders” from the target regions to act as leaders in the LED projects and to promote the concept of social corporate responsibility.

The tasks of the selected Consultants shall include:

- Coordinating and establishing the formats of the events;
- Developing the agenda for discussions;
- Organizing all the logistic aspects, inviting the participants.
- Preparing the presentations, informative materials, as the case may be.
- Moderating the events or rendering assistance during moderation.
- Synthesizing conclusions and recommendations.

The topics for discussions shall be agreed beforehand with the participants in the events.

The main method of the events is to ensure an active dialogue, exchange of opinions and information, and finding practical and innovative solutions. Conditions for constructive discussions / debates on certain specific subjects shall be ensured to allow more interaction and trustful relations between the participants.

Before initiating the organization of public events, the Consultants shall present to the Programme for review and approval – the agenda of the sessions, short description of the topics (goal, content, expected results, etc.), PPT presentations, case study models and other examples of used materials.

Note 1: *The public events shall be performed inclusively within the Regional Public-Private Dialogue Platforms. With the support of the Programme, in each focal region³ one Dialogue Platform between the private sector and the local public authorities is instituted⁴ to encourage regular, inclusive dialogue with more stakeholders, which shall catalyse the collaboration towards identifying the main needs and obstacles faced by the local enterprises and the best solutions to settle them.*

³ <https://eu4cahul.md/antreprenorii-si-autoritatile-locale-din-regiunea-cahul-au-lansat-platforma-de-dialog-public-privat-cu-suportul-uniunii-europene/>

⁴ <https://eu4ungheni.md/antreprenorii-si-autoritatile-locale-din-regiunea-ungheni-au-lansat-platforma-de-dialog-public-privat-cu-suportul-uniunii-europene/>

3. Organization and performance of study visits for the LPA representatives and business environment.

The selected consultants shall conceptualize and organize at least 2 study visits in the country and abroad. Both representatives of the local authorities and of the business environment from the target regions shall participate in the study visits. The study visits in the country shall be mutually performed in each of the focal regions. The Delegation from Cahul shall visit Ungheni and vice-versa. The visits abroad (European Union) shall be done to local communities with experience and successful practices in implementing resonance LED initiatives, as well as with examples of social corporate responsibility. The purpose of these events shall be to strengthen motivation and mutual trust between the public and the business sectors.

When organizing the study visits, the epidemiological situation in the country, as well as the availability of the LPA representatives to participate shall be taken into consideration.

Up to 10-15 people – representatives of the LPAs (urban and rural communities) and of the business environment from each focal region shall be invited to participate in the study visits.

The tasks of the selected Consultants shall include:

- Coordination with the organizers (from the country and from abroad) and establishing the places to be visited;
- Development of the working agendas;
- Organization of all the logistical aspects (Agendas, institutions for visits, speakers), transport arrangements, lunch, and coffee breaks, inviting the participants.
- Preparation of informative materials for the participants, as the case may be.
- Participation in the visits, as the case may be.
- Synthesizing the conclusions, lessons learned and recommendations for the participants and Programme.

The schedule of visits shall be:

- Organized in accordance with the objects established in these Terms of Reference;
- Meet the needs and interests of the participants in the study visits;
- Be based on the knowledge of certain advanced experiences and success practices and approach practical aspects;
- Include relevant case studies, already implemented or in course of implementation;
- Be interactive;

Before organizing the study visits, the Consultants shall present for review and approval by the Programme – the agenda of the visits, short description of the approached topics (goal, content, expected results, etc.), models of case studies to be presented and other used materials.

Note 2: *All the costs relating to the performance of the study visits shall be covered by the Programme.*

4. Offering technical and methodological support for the integration of the intentions of partnership, synergy and cooperation between the local public authorities and the business environment in the policy documents and local development strategies.

As a result of all the previously performed activities, on the basis of the studied/visited experiences, lessons learned and local specific features, at this stage the selected Consultants shall offer the necessary technical and methodological support so as the partnership, synergy and cooperation intentions between the local public authorities and the business environment to be integrated in the policy documents and local development strategies that already exist or are in process of development, in order to be put into practice. The main document envisaged in this regard is the “5 years’ local business agenda”.

Note 3: *Currently, with the support of the Programme, the process of developing the joint public-private “5 years’ local business agenda” has started; the agenda shall include concrete, feasible and priority measures to be taken by the local authorities in order to improve the local business environment, which improvement is requested by the private sector.*

In this sense, the offered technical and methodological support shall envisage both sectors:

1. For the local public authorities:

- The necessary support shall be given to identify the LED initiatives to be implemented with the participation of the business sector.
- If the local public authorities consider necessary/suitable the intervention of the companies in a certain domain, in certain projects, they may make available to the business sector and large public the information on the priority domains, priority projects, public institutions or public events (festivals, exhibitions, brand promotion, etc.) that need resources, from which the companies will be able to choose when they decide to participate in their implementation / performance.
- At the same time, the experience of other countries shows that the public authorities may determine the companies to be socially responsible through their own example, as well as by determining the companies in public propriety to adopt this new model of interaction with the society.

2. For the local business sector:

- Methodological assistance and guiding shall be given (to the interested companies) to identify the needs for changes in the organization and performance of businesses, of introduction the SCR principles in the operating activity of the companies and in taking actions of strengthening the social corporate responsibility of the local business.
- The envisaged domains of needs identification shall be: working conditions and standards of the employees, involvement in community development projects, involvement in sponsorship and charity activities, ethics of the relations with the suppliers and clients, protection of the business environment, integrity aspects.

The identified activities shall be promoted by the local public authorities to be integrated in the policy documents and local development strategies which already exist or are in process of development.

In this sense, 3-5 workshops shall be organized and performed in each region to analyse and identify solutions for the above-mentioned aspects.

5. Completion of activities.

The contracted consultants shall totalize the implemented activities and obtained results and shall develop and present the Final Activity Report, including a description of the contribution made to the implementation of activities, lessons learned, best practices and recommendations for the Programme.

V. DELIVERABLES, AMOUNT OF WORK AND TIME FRAME

The activity within the contract shall involve the provision of the following deliverables:

Tasks, activities, deliverables <i>(the provision of deliverables of the required quantity and content represents the only criterion for the payment for consultant's services)</i>	Amount of work <i>(used at the application stage)</i>	Indicative deadline <i>(to be coordinated/adjusted with the team of EU4MD programme)</i>
<p>I: Initiation of activities.</p> <ul style="list-style-type: none"> ✓ Development of the methodology and detailed Workplan; ✓ Scheduling the detailed activities for each focal region separately and their coordination with the local beneficiaries ✓ Participation in a working meeting with the Programme and making a presentation to explain the methodological approach, schedule of detailed activities for each region and expected results. <p><i>Both Consultants shall be involved in the performance of this task, but the tasks shall be shared between the consultants, with prior notice to the Programme.</i></p>	<p>3 working days for each consultant</p>	
<p>Deliverable I: Progress report 1</p> <ul style="list-style-type: none"> ✓ The Methodology of work, detailed Implementation Plan, Informative notes of the visits to the regions, agenda of the meeting, PPT presentation shall be attached to Progress report. <p><i>Progress report 1 is an integrated one for both regions, but with separate annexes for each region.</i></p>		<p>2 weeks from signing the contract</p>
<p>II: Conceptualization, organization and performance of public events to interact with the business environment.</p> <ul style="list-style-type: none"> ✓ Conceptualization and endorsement of the program of the events; ✓ Coordinating and establishing the format of the events; ✓ Development of the agenda of discussions; ✓ Organizing all the logistical aspects, inviting the participants. ✓ Preparation of presentation, informative materials, as the case may be. ✓ Moderating the events or giving assistance during moderation. ✓ Synthesizing conclusions and recommendations. 	<p>15 working days for each consultant</p>	

Tasks, activities, deliverables <i>(the provision of deliverables of the required quantity and content represents the only criterion for the payment for consultant's services)</i>	Amount of work <i>(used at the application stage)</i>	Indicative deadline <i>(to be coordinated/adjusted with the team of EU4MD programme)</i>
<p><i>Both Consultants shall be involved in the performance of this task for each separate focal region, but in the process of performance the tasks shall be performed jointly and shall be shared between the consultants, with previous notice to the Programme.</i></p>		
<p>Deliverable II: Progress report 2</p> <ul style="list-style-type: none"> ✓ The concept, agendas, information materials (word and PPT presentations), photo and video materials, synthesis of conclusions and recommendations from the events shall be attached to Progress report 2. <p><i>Both Consultants shall be involved in the performance of this task, but the Progress reports presented separately for each focal region shall mention the activities done according to the tasks shared between the consultants. The annexes shall be separated for each region.</i></p>		12 weeks from signing the contract
<p>III: Organization of study visits for the LPA representatives and business environment.</p> <ul style="list-style-type: none"> ✓ Coordination with the organizers (from the country and from abroad) and establishing the places to be visited; ✓ Development of the working agendas; ✓ Organization of all the logistical aspects, transport, lunch and coffee breaks, inviting the participants. ✓ Preparation of informative materials for the participants, as the case may be. ✓ Participation in the visits, as the case may be. ✓ Synthesizing the conclusions, lessons learned and recommendations for the participants and Programme. <p><i>Both Consultants shall be involved in the performance of this task for each separate focal region, but in the process of performance the tasks shall be performed jointly and shall be shared between the consultants, with previous notice to the Programme.</i></p>	15 working days for each consultant	
<p>Deliverable III: Progress report 3</p> <ul style="list-style-type: none"> ✓ Progress report 3 shall include the description of the contributions brought in the process of organization and performance of the study visits for LPA representatives and business environment. ✓ The agendas of the visits, information materials (word and PPT presentations) used, photo and video materials, synthesis of conclusions, lessons learned and recommendations shall be attached to the Report. <p><i>Both Consultants shall be involved in the performance of this task, but the Progress reports presented separately for each focal region shall</i></p>		8 weeks from providing Deliverable 2

Tasks, activities, deliverables <i>(the provision of deliverables of the required quantity and content represents the only criterion for the payment for consultant's services)</i>	Amount of work <i>(used at the application stage)</i>	Indicative deadline <i>(to be coordinated/adjusted with the team of EU4MD programme)</i>
<i>mention the activities done according to the tasks shared between the consultants. The annexes shall be separated for each region.</i>		
<p>IV: Offering technical and methodological support for the integration of the intentions of partnership, synergy and cooperation between the local public authorities and the business environment in the policy documents and local development strategies.</p> <ul style="list-style-type: none"> ✓ Offering support in identifying LED initiatives to be implemented with the participation of the business sector; ✓ Methodological assistance and guidance in identifying the needs and actions to strengthen social corporate responsibility of the local business. <p><i>Both Consultants shall be involved in the performance of this task, each on his/her region, based on collegial support.</i></p>	15 working days for each consultant	
<p>Deliverable IV: Progress report 4</p> <ul style="list-style-type: none"> ✓ Progress report 4 shall include the description of activities of technical and methodological support for the LPAs and business environment in the focal regions on Activity 4 and the actions proposed to be integrated in the policy documents and local development strategies. <p><i>Both Consultants shall be involved in the performance of this task, each on his/her region. The progress reports shall be presented separately for each region.</i></p>		4 weeks from providing Deliverable 3
<p>V. Completion of activities</p> <ul style="list-style-type: none"> ✓ Development of the final report on the implemented activities <p><i>Both Consultants shall be involved in the performance of this task.</i></p>	2 working days for each consultant	
<p>Deliverable V: Final report</p> <ul style="list-style-type: none"> ✓ The final report shall describe the contribution brought to the implementation of activities, obtained results, lessons learned, gathered best practices and recommendations for future activities of the Programme in this domain. <p><u>Note 2:</u> The report shall contain a narrative part on the obtained progress with all the deliverables attached (both on paper and in digital format).</p> <p><i>The consultants shall present a final report of activity on each focal region separately.</i></p>		1 week from providing Deliverable 4.
<p>TOTAL number of estimated working days</p>	50 working days for each consultant	

Note:

The stated time frame was estimated as sufficient/feasible for the planned amount of work to be performed successfully and is suggested as a reference for the contract duration, it may not and shall not be used as a single criterion for the fulfilment of the contract/activity. The presentation of the planned deliverables approved by the EU4Moldova: focal regions Programme shall be the only criterion for the fulfilment of the activity by the Consultant and his/her eligibility for payment.

All the activities in this contract shall be performed in such way as to be gender sensitive and to apply the human rights based as well green approach.

Language of presentation of the deliverables: All deliverables shall be presented in Romanian.

Before starting the implementation of the tasks, the Consultants shall be invited to participate in an initiation meeting with the participation of the representatives of the EU4MD: Focal regions Programme to agree on the methodological approach to implementation.

Methodological approach: The contracted Consultants shall strictly observe the Implementation Methodology, agreed and endorsed by the Programme at the activity initiation stage.

The Programme shall offer assistance in organizing information sessions, round tables, working meetings (offer its electronic platforms for on-line meetings).

VI. INSTITUTIONAL ARRANGEMENTS

The contracted consultants shall work in direct subordination to the Project / Local Development Manager in close cooperation with the Project Officer for investment attraction and with the Local Coordination from the focal regions.

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

This contract is an activity that has to be done remotely (from office/home) with the possibility of making trips to the territory, taking into consideration the epidemiological conditions. All the costs for the eventual trips to and from contract location (Cahul and Ungheni) shall be the responsibility of the consultant, thus the transportation costs shall be included in the consolidated financial offer. The expenses relating to ensuring the hygienic-sanitary conditions (if the meetings take place with physical presence (masks, gloves, disinfectant) shall be covered by the organizers and Programme.

All the above mentioned deliverables shall be endorsed by the Programme Manager 14 calendar days from the moment of their provision.

VII. REQUIRED QUALIFICATIONS AND SKILLS

The following qualification criteria shall be applied in selecting the Consultants:

Academic qualifications:

- University studies in the sphere of economics, business administration, management, public administration, sociology or other related domains. Master degree studies would be an advantage.

Experience:

- At least 7 years of practical experience in implementing business development projects, investments attraction, social corporate responsibility similar to this assignment regarding the

scope and approached tasks (*proof: list of the last 3 contracts in which the Consultant was involved in the last 7 years and his/her role in them should be presented with the application package*).

- At least 5 years of experience in the sphere of local economic development and project implementation with the public and private sector (strategic planning, project implementation, public-private partnerships).
- Experience in facilitation, coaching, mentorship, training provision and moderation of public events (discussion, consultations) in the sphere of business development, investment attraction, social corporate responsibility, local economic development (*proof: list of the last 3 facilitated events / trainings should be presented with the application package*).
- The relevant experience in the implementation of local development projects in the focal regions shall be an advantage (*proof: list of the last 3 projects implemented in the focal regions should be presented with the application package*).
- Previous experience of collaboration with the UN agencies and/or international organizations and/or development projects/programs funded by the European Union/donor organization shall be an advantage.

Competences:

- Proven capacities of teamwork, excellent abilities of planning and organization.
- Interpersonal skills of decision making, initiative and creativity.
- Ability to analyse, plan, efficiently communicate, organize and fulfil the planned results, adapt to various environments (cultural, economic, political and social).
- Ability to attain results and meet the deadlines, maintaining high quality standards.
- Knowledge and skills in MS Office, including Word, Excel, PowerPoint.

Requirements on language mastering:

- Fluent knowledge of Romanian and Russian. Knowledge of English would be an advantage.

United Nations Development Programme in Moldova promotes the diversity of the labor force. Women, people of disabilities, LGBT, Roma and other ethnical, linguistic or religious minorities, people living with HIV, as well as refugees and other non-citizens with legal right to work in the Republic of Moldova are encouraged to apply.