
TERMS OF REFERENCE

Position:	4 (four) national consultants in strategic planning for drafting the Social Economic Development Strategy of Cahul District 2022-2030 <ul style="list-style-type: none">• 1 (one) National Consultant in strategic planning, Team Leader• 1 (one) National Consultant in strategic planning, responsible for infrastructure and public services area• 1 (one) National Consultant in strategic planning, responsible for economic development and tourism area• 1 (one) National Consultant in strategic planning, responsible for environment area.
Location:	Moldova, Cahul
Reference project:	EU4Moldova: Focal Regions Programme (funded by EU)
Type of contract:	Individual Contract
Starting date:	July 2022
Contract duration:	July – December 2022 (the estimated amount of work: 24 working days for Team Leader; 20 working days for Consultant responsible for infrastructure and public services area; 17 working days for Consultant responsible for economic development and tourism area, and 12 working days for Consultant responsible for environment area).

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

Complex processes and events occur every day within a defined territorial framework, regardless of its status – being a district, locality, a more extended zone, a micro-region or a region. These processes/events are caused by interaction of different factors and phenomena: present population with its daily needs, economic processes and their legalities, infrastructure elements needing attention, social and institutional stakeholders, environmental factors, etc. The complexity of these processes needs a good coordination and management, but also a strategic approach for responding to the submitted needs, existing problems, potential challenges and certain development opportunities. Hence, the response of authorities administering a defined territorial framework should be based on some tools and administration methods, but also on the existence of specific documents of strategic approach to current problems and development perspectives. The symbiosis of these two factors is found in the strategic planning process.

Strategic planning is a complex process of thinking, involvement and participation of public authorities in partnership with various actors (private, public, volunteers), aiming to maintain and develop a real correspondence between the development objectives of a territorial framework, its resources and opportunities, but also the external risks. Strategic planning implies the

development of a development vision based on knowing the realities, establishing the priorities, formulating public policies and action plans, allocating financial resources, monitoring and evaluating objectives' fulfillment. Strategic planning ends up with a document entitled as development strategy or program.

The Social-Economic Development Program of Cahul District for 2017-2020, approved via the District Council Decision No. 01/01-IV of 26.01.2017¹ (hereinafter referred as the SEDP) has been the basic document for planning Cahul district development. The Program has guided the process of district development policy implementation, which was a coordinated activity of local public administration authorities of the II and I levels, local collectivity and nongovernmental organizations, focused on planning and carrying out a balanced territorial social-economic development, direct support of social-economic development of deprived areas. The Program covered an implementation period of 4 years up to 2020, and currently **it has already expired**.

According the strategic planning framework, Cahul District Council started in 2021 the process of drafting a new development policy document. There was established an institutional framework responsible for drafting and an agreement in principle was concluded with EU4Moldova: Focal Regions Program for provision of expertise and consultative assistance necessary for drafting a new social-economic development strategy of the district for 2022-2030.

As a public policy document, the new Strategy aims to describe and to analyze the existing situation in different development areas of the district, to identify the strategic development vision and objectives of the district by 2030, as well as specific development policies, programs and projects. The new Social-Economic Development Strategy of the district will define the tools and the mechanisms for fulfilling the objectives, will formulate the possible risks and will estimate the expected impact of such risks. Last but not least, it is necessary to correlate the new policy document for strategic development with the new development realities, new challenges, global and regional risks, as well as Sustainable Development Goals, Agenda 2030 for Sustainable Development, Development Strategy Moldova 2030, new Regional Development Strategy for South Development Region 2022-2027, National Programme for development of cities - growth poles, Roadmap for boosting local economic development, Local Business Agenda, the Concept and Roadmap for digitization and e-transformation in the Cahul region, Association Agenda and other relevant documents and policies.

III. PURPOSE OF THE ASSIGNMENTS

The EU4Moldova: Focal Regions Programme intends to contract **4 (four) national qualified consultants** experienced in strategic planning to offer consultancy, expertise and assistance to

¹ [Programul de dezvoltare a raionului - www.cahul.md](http://www.cahul.md)

the Working Group of the Cahul District Council in developing the draft Social-Economic Development Strategy of Cahul District for the period 2022-2030, including:

- **Position 1: 1 (one) National Consultant** in strategic planning area, Team Leader
- **Position 2: 1 (one) National Consultant** in strategic planning, responsible for infrastructure and public services' area
- **Position 3: 1 (one) National Consultant** in strategic planning, responsible for economic development and tourism area
- **Position 4: 1 (one) National Consultant** in strategic planning, responsible for environment area.

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

The candidates may apply for one or all 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 offering assistance and guidance, organizing and performing a set of activities to develop the draft Social-Economic Development Strategy of Cahul District for the period 2022-2030.

The new policy document will focus on the new paradigm of social-economic development of Cahul district aimed at increasing economic competitiveness and attractiveness of the district, increasing territorial, economic and social cohesion, attracting investment, capitalizing and developing physical, natural, financial, social and human capital to ensure an intelligent development of the district's localities.

To successfully achieve the tasks under the current assignment,

- The National Consultant 1 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 envisaged in the terms of reference.
- The National Consultants 2, 3 and 4 will assist the Team Leader in carrying out all assistance activities and will cover sectorial aspects (social and public services area, economic development and tourism, environment and public utilities' infrastructure) of the draft Strategy.

In addition to the mentioned tasks and activities, Consultant 1 Team Leader will be responsible for coordination of public consultation activities, which will be carried out by Cahul District Council

in partnership with the Participation District Council. The Team Leader will be responsible for developing, consistency and submission of progress and final reports. At the same time, the Team Leader will:

- set up the work plan and the methodology for the Team, in consultation with and assisted by the other Consultants;
- distribute the tasks among the Team;
- ensure cooperation and coordination with the Working Group of Cahul District Council and Participation District Council;
- ensure quality, structure and content of products to be developed;
- coordinate and participate in the process of consultation with the Programme, key partners, relevant stakeholders, to collect and consider their feedback and recommendations for improvement;
- develop, with the contribution of all other Consultants, the progress and final reports.

For the current assignment, the National Consultants 2, 3 and 4 will be responsible for:

- planning the current activities, providing contributions to finalize the practical methodological approach and the joint detailed work plan for organization of consultancy, assistance and expertise activities;
- ensuring the fulfillment of all tasks;
- assuming full responsibility for the quality of products in their areas of strategic planning;
- prior coordination of all activities with the Team Leader, local public authorities, and the Programme, especially in relation to the interaction with the private sector, business support organizations to plan and validate activities and produced results, to collect and consider their recommendations for further improvement;
- carrying out the tasks according to the requirements and standards of excellence and good practices of consultancy, mentorship and coaching;
- co-participation in drafting the activity reports, conclusions and recommendations for subsequent similar actions organized by the Programme.

IV. TASKS AND ACTIVITIES

The selected consultants shall fulfill the following tasks and activities:

1. Activities' initiation.

The Consultants will carry out the following activities at the stage of activities' initiation:

- will prepare the methodological approach for fulfilling the set tasks and will coordinate the methodology with the Programme and local beneficiaries (Cahul District Council);
- will plan in detail the consultancy activities for every area of strategic planning, mentioning the expected results/deliverables;

- will participate at the kick-off meeting with the Programme Team and will present the methodological approach, detailed timeline of activities and expected results/deliverables of the mission;
- will analyze the strategic planning documents approved at the national, regional, local and cross-border levels (Lower Danube Euroregion) and those in process of elaboration;
- will analyze the Evaluation Report for the previous Social-Economic Development Strategy of Cahul District;
- will prepare and present the Progress Report regarding the activities carried out at this stage.

2. Diagnosis analysis of the current situation regarding the social, economic, cultural and spatial development of Cahul District

At this stage, the selected Consultants will undertake a detailed analysis of the existing economic situation, services and infrastructure, natural and built sources, will perform an evaluation of the architectural-historical heritage, pointing out the existing dysfunctions, but also the set of development priorities. When carrying out the Diagnosis Analysis of the current situation, the Consultants' Team will perform the following activities:

1. Update of existing data and social-economic development indicators: activities will be undertaken to develop the questionnaires for collecting data, collecting data and information from existing studies, statistical data, reports, questionnaires, interviews with LPA, business sector, academia and association environment. The District Council will provide the Consultants' Team all the available information and will facilitate obtaining the necessary data from the subordinated institutions.
2. Identification of development problems/disparities: the Consultants' Team will identify and study the aspects (problems and disparities) related to the development stage of the district, according to the following areas of analysis: (i) Administrative capacity and territorial cooperation, including cross-border cooperation, (ii) Local social-economic development, (iii) Infrastructure of public utilities (roads, water, sewerage, telecommunication, internet, sanitation), (iv) Public services (education, social assistance, health, etc.), (v) Cultural patrimony and tourism, (vi) Natural environment (resources, pollution factors).

Note: The areas of analysis and the structure of the diagnosis analysis document will be established in consultation with local authorities and the Programme at the stage of activities' initiation.

3. Analysis of development trends: the Consultants' Team will analyze the development trends of the localities and the entire district and will carry out the SWOT Analysis.

At the end of this stage, Cahul District Council will get an analytical document with technical, analytical and descriptive content regarding the present situation at Cahul district level by areas of analysis. The results obtained after analyzing the development trends will determine the development priorities of the district for mid and short terms.

3. Developing the draft Social-Economic Development Strategy of Cahul District for 2022-2030

At this stage, the Consultants' Team will provide assistance in formulating the development vision, strategic objectives, development policies and projects for the next 8 years. The development policies will focus on improving the existing situation, eliminating the dysfunctionalities, balancing the future territorial development, enhancing the development directions, creating favorable preconditions for the economic growth of the district. All these elements will be developed with the involvement of local decision-makers, business community, representatives of the associative sector and population from urban/rural localities, in order to come up with a consensus regarding the future of the district.

While developing the draft Strategy, the Consultants' Team will carry out the following activities:

1. Moderation of strategic planning workshops for developing the draft Strategy.

At least 5 strategic planning workshops will be organized to develop the draft Social-Economic Development Strategy of the district. The workshops will serve as a platform for formulating the development visions, establishing the strategic objectives, sector policies, as well as priority sector projects. The Consultants' Team will propose the ways through which the beneficiary can get organized for the purpose of monitoring and evaluating the timely and correct implementation of suggested policies and projects.

2. Development of the draft strategy to be submitted for public consultations.

The draft Social-Economic Development Strategy of Cahul District will observe the structure envisaged in the national legal framework in force and will cover the recommended outline:

- Introduction
- Diagnosis of the current situation of social, economic, cultural and spatial development of Cahul District.
- Strategic vision and objectives
- Priority development directions
- Development programs and projects
- Monitoring and evaluation indicators, estimated impact
- Implementation risks
- Reporting procedures and involved responsible authorities/institutions

The Annexes will cover:

- Action Plan for the period 2022-2030, including specific objectives, actions, target indicators, implementation costs and potential financing sources, responsible institutions.
- Portfolio of priority development projects;
- Estimated implementation costs, Maps and other relevant annexes.

By the end of this stage, the Consultants' Team will submit to the beneficiary the draft Social-Economic Development Strategy of Cahul District for 2022-2030 in its pre-final version (hardcopy and electronic copy) to be consulted publically.

4. Public consultation of the draft Social-Economic Development Strategy of Cahul District for 2022-2030

This stage will be used by the Consultants' Team to provide assistance in organizing public consultation sessions for the draft strategy. The public consultation will be carried out by Cahul District Council in partnership with the Participation District Council. The Team Leader will coordinate the public consultation activities.

The Consultants' Team will define the final version of the draft Strategy according to the comments and feedback received during public consultations/hearings and will submit the final version of the draft Social-Economic Development Strategy of Cahul District for 2022-2030 (hardcopy and electronic copy) to Cahul District Council for approval. The approval of the strategy is the responsibility of Cahul District Council.

General requirements for the final draft of the strategy. The New Development Strategy shall:

- be developed based on the national, regional, local, and international trends, and in correlation with planning documents approved at all these levels;
- adopt the SMART/digitalization/innovation development approach;
- be people-centered, based on the principle of human rights and gender equality, and on strengthening and harnessing human potential;
- include green development and smart economic specialization, value chain and clusters development approach;
- adopt an integrated territorial development approach of rural and urban areas (taking into account the development of the growth pole – Cahul municipality) contributing to reducing rural-urban disparities and ensuring regional interlinkages characterized by a "win-win: relationship, ensuring cohesion;
- include relevant, measurable and clearly defined progress indicators and final targets;
- be based on a clear monitoring and evaluation framework and mechanism, indicating the sources of information provision;

- include concrete steps/actions/projects to achieve the strategic objectives and strategic development vision;
- be developed based on public participatory approach, agreed and further implemented with the active involvement of civil society, LPAs and other institutions and partners;
- be linked to the budgetary process, prioritizing investments and identifying financial resources;
- take into account the possible partnerships that need to be developed to achieve the final targets;
- promote development advantages and the brand of the region;
- consider the Sustainable Development Goals, the 2030 Agenda for Sustainable Development, the Moldova 2030 Development Strategy, the new Regional Development Strategy for South Region 2022-2027 and the Association Agenda.

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, obtained results, lessons learned, best practices and recommendations for the Programme.

V. DELIVERABLES, AMOUNT OF WORK AND TIMEFRAME

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>
I: Initiation of activities. <ul style="list-style-type: none"> ✓ Development of methodology and detailed Work Plan; ✓ Analysis of strategic planning documents approved at the national, regional, local and cross-border levels (Lower Danube Euroregion) and those under elaboration, as well as the Evaluation Report of the previous strategy ✓ Participation at a working meeting with the Programme and provision of a presentation explaining the methodological approach, detailed timetable of activities for each region and expected results/deliverables of the contract. 	2 working days for the Team Leader and 1 working day per each of the Consultants 2, 3, 4	

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>All Consultants will be involved in performing this assignment and while being performed, the tasks will be shared between the consultants according to their specialization, with the prior information of the Programme.</i></p>		
<p>Deliverable I: Progress Report 1</p> <ul style="list-style-type: none"> ✓ The following shall be attached as annexes to the Progress Report 1: Methodology of work, detailed Implementation Plan, List of analyzed documents and collected information, meeting agenda, ppt presentation format. <p><i>The Team Leader shall be responsible for the Deliverable with the support and contributions of the rest of Consultants.</i></p>		<p>1 week from signing the contract</p>
<p>II: Diagnosis analysis of the current situation related to social, economic, cultural and spatial development of Cahul District</p> <ul style="list-style-type: none"> ✓ Updating the existing social-economic development data. ✓ Analysis of data, identification of development problems/disparities ✓ Analysis of development trends ✓ Synthetization of conclusions and recommendations, SWOT Analysis. <p><i>All Consultants will be involved in carrying out this task according to their specialization, and the developed document will be integrated by the Team Leader.</i></p>	<p>7 working days for the Team Leader and 12 working days for Consultant 2, 10 working days for Consultant 3, and 7 working days for Consultant 4</p>	
<p>Deliverable II: Progress Report 2</p> <ul style="list-style-type: none"> ✓ The following shall be attached to the Progress Report 2 as annexes: Diagnosis Analysis of the current situation of social, economic, cultural and spatial development of Cahul District (word version and relevant annexes). <p><i>The Team Leader shall be responsible for the Deliverable with the support and contributions of the rest of Consultants.</i></p>		<p>7 weeks from signing the contract</p>
<p>III: Developing the draft Social-Economic Development Strategy of Cahul District for 2022-2030</p>	<p>7 working days for the</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>
<ul style="list-style-type: none"> ✓ Moderation of strategic planning workshops for developing the draft Strategy ✓ Developing the draft strategy to be submitted for public consultation. <p><i>All Consultants will be involved in performing this task according to the specialization, and the developed document will be integrated by the Team Leader.</i></p>	Team Leader and 5 working days for Consultant 2, 4 working days for Consultant 3, and 2 working days for Consultant 4	
<p><u>Deliverable III: Progress Report 3</u></p> <ul style="list-style-type: none"> ✓ Progress Report 3 will include the description of contributions made during the strategic planning process. ✓ The following shall be attached to the Report as annex: draft Social-Economic Development Strategy of Cahul District for 2022-2030 (word version) and power point presentations, photo and video materials used during the strategic planning workshops. <p><i>The Team Leader shall be responsible for the Deliverable with the support and contributions of the rest of Consultants.</i></p>		12 weeks from signing the contract
<p>IV: Public consultation of the draft Social-Economic Development Strategy of Cahul District for 2022-2030.</p> <ul style="list-style-type: none"> ✓ Provision of support in organization of public consultation sessions regarding the draft strategy; ✓ Defining the final version of the draft Strategy according to the feedback received during the public consultations/hearings. <p><i>All Consultants will be involved in carrying out this task according to their specialization, and the developed document will be integrated by the Team Leader.</i></p>	5 working days for the Team Leader and 1 working day per each of the Consultants 2, 3, 4	
<p><u>Deliverable IV: Progress Report 4</u></p> <ul style="list-style-type: none"> ✓ Progress Report 4 will include the description of technical and methodological support activities to Cahul District Council in the process of public consultation of the draft Strategy. 		16 weeks from signing the contract

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>
<ul style="list-style-type: none"> ✓ The following shall be attached as annexes to the Report: final draft of the Social-Economic Development Strategy of Cahul District for 2022-2030 (word version) and power point presentations, photo and video materials used during public hearings. <p><i>The Team Leader shall be responsible for the Deliverable with the support and contributions of the rest of Consultants.</i></p>		
V. Completion of activities <ul style="list-style-type: none"> ✓ Development of the Final Report on implemented activities <p><i>All Consultants will be involved in carrying out this task, and the Final Report will be integrated by the Team Leader.</i></p>	3 working days for the Team Leader and 1 working day per each of the Consultants 2, 3, 4	
Deliverable V: Final Report <ul style="list-style-type: none"> ✓ The Final Reports will describe the contribution provided in implementing activities, obtained results, lessons learned, accumulated best practices and recommendations for subsequent activities of the Programme in this area. <p><u>Note 2:</u> The Report will cover a narrative part regarding the progress achieved with all annexed deliverables (both in hardcopy and digital format).</p> <p><i>The Team Leader shall be responsible for the Deliverable with the support and contributions of the rest of Consultants.</i></p>		18 weeks from signing the contract
TOTAL number of estimated working days	24 working days for the Team Leader and 20 working days for Consultant 2, 17 working days for Consultant 3 and 12 working days for Consultant 4	

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 smart, green, inclusive and sustainable and human rights based 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 working meetings, strategic planning workshops, etc. (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 rural development, Project Office for service development and Local Coordinator for Cahul focal region.

All selected consultants shall be responsible for the deliverables for which they are contracted in the limit of their specialization. The Team Leader will be responsible for submitting Deliverables, with the support and contribution of other Consultants.

This contract is an activity that has to be done remotely (from office / home) with the possibility of field trips (at least 5 trips), taking into consideration the epidemiological conditions. All the costs for the trips to and from the contract location (Cahul) shall be the responsibility of the consultant, thus the transportation costs shall be included in the consolidated financial offer.

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

VII. REQUIRED QUALIFICATIONS AND SKILLS

The following qualification criteria shall be applied in selecting the **National Consultant, Team Leader**:

Academic qualifications:

- University degree in public administration, management, economics, political science, sociology or other relevant fields. Master's degree studies would be an advantage.

Experience:

- At least 7 years of practical experience in the fields related to local development (strategic planning, local public administration, working with public authorities and institutions (*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*)).
- Experience in managing teams for elaboration of at least 3 local development policy documents (development strategies, programs, plans) (*proof: list of local development policy documents, indicating the district/municipality/community, year of elaboration and link to the documents or documents itself (electronic version in .pdf format) must be presented together with the application package*)).
- Experience in facilitation, mentorship, training provision and moderation of public events (public hearings) in the field of strategic planning and local development (*proof: list of the last 3 facilitated events / trainings should be presented with the application package*)).
- The relevant experience in strategic planning at the district level or regional level shall be an advantage (*proof: the last strategy elaborated for a district or region shall 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 analyze, plan, efficiently communicate, organize and fulfill 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.
- Knowledge of the current context and the planning and development trends at national, regional, local, cross-border levels.
- Knowledge of the tools, mechanisms in the field of strategic planning.

Requirements on language mastering:

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

The following qualification criteria shall be applied in selecting the **National Consultant in strategic planning, responsible for infrastructure and public services' area** (Position 2):

Academic qualifications:

- University degree in engineering, economics, public administration, management or other relevant fields. Master's degree studies would be an advantage.

Experience:

- At least 5 years of practical experience in the fields related to public utilities infrastructure and local public services development (*proof: list of the last 3 contracts in which the Consultant was involved in the last 5 years and his/her role in them should be presented with the application package*).
- Experience in elaboration of at least 3 local development policy documents (strategies or programs) (*proof: list of local development policy documents, indicating the district/municipality/community, year of elaboration and link to the documents or documents itself (electronic version in .pdf format) must be presented together with the application package*).
- Experience in facilitation and training provision in the field of strategic planning and local infrastructure and public services development (*proof: list of the last 3 facilitated events / trainings should be presented with the application package*).
- The relevant experience in strategic planning at the district level or regional level shall be an advantage (*proof: the last strategy elaborated for a district or region shall 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 analyze, plan, efficiently communicate, organize and fulfill 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.
- Knowledge of the current context and the planning and development trends at national, regional, local, cross-border levels.
- Knowledge of the tools, mechanisms in the field of strategic planning.

Requirements on language mastering:

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

The following qualification criteria shall be applied in selecting the **National Consultant in strategic planning, responsible for economic development and tourism area** (Position 3):

Academic qualifications:

- University degree in economics, business administration, finance, public administration, management or other relevant fields. Master's degree studies would be an advantage.

Experience:

- At least 5 years of practical experience in the fields related to local economic and tourism services development (*proof: list of the last 3 contracts in which the Consultant was involved in the last 5 years and his/her role in them should be presented with the application package*).
- Experience in elaboration of at least 3 local development policy documents (strategies or programs) (*proof: list of local development policy documents, indicating the district/municipality/community, year of elaboration and link to the documents or documents itself (electronic version in .pdf format) must be presented together with the application package*).
- Experience in facilitation and training provision in the field of strategic planning and local economic and tourism services development (*proof: list of the last 3 facilitated events / trainings should be presented with the application package*).
- The relevant experience in strategic planning at the district level or regional level shall be an advantage (*proof: the last strategy elaborated for a district or region shall 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 analyze, plan, efficiently communicate, organize and fulfill 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.

- Knowledge of the current context and the planning and development trends at national, regional, local, cross-border levels.
- Knowledge of the tools, mechanisms in the field of strategic planning.

Requirements on language mastering:

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

The following qualification criteria shall be applied in selecting the **National Consultant in strategic planning, responsible for environment area** (Position 4):

Academic qualifications:

- University degree in ecology and environmental protection, engineering, economics, agriculture, public administration, management or other relevant fields. Master's degree studies would be an advantage.

Experience:

- At least 5 years of practical experience in the fields related to ecology and environmental protection (*proof: list of the last 3 contracts in which the Consultant was involved in the last 5 years and his/her role in them should be presented with the application package*).
- Experience in elaboration of at least 3 local development policy documents (strategies or programs) (*proof: list of local development policy documents, indicating the district/municipality/community, year of elaboration and link to the documents or documents itself (electronic version in .pdf format) must be presented together with the application package*).
- Experience in facilitation and training provision in the field of strategic planning, ecology, green approach, environmental protection (*proof: list of the last 3 facilitated events / trainings should be presented with the application package*).
- The relevant experience in strategic planning at the district level or regional level shall be an advantage (*proof: the last strategy elaborated for a district or region shall 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 analyze, plan, efficiently communicate, organize and fulfill 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.
- Knowledge of the current context and the planning and development trends at national, regional, local, cross-border levels.
- Knowledge of the tools, mechanisms in the field of strategic planning.

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.