

TERMS OF REFERENCE

Job title:	Surface Water Quality National Consultant
Contract type:	Individual Contract (IC)
Duty station:	Chisinau
Reference to the:	“Supporting the Moldovan authorities in the sustainable management of the Dniester River” Project
Payment arrangements:	Payments linked to satisfactory performance and delivery of outputs
Contract Duration:	July 2024 – August 2026 (82 working days)

1. Background

Sustainable management of water resources in accordance with the principle of integrated water management is a priority for Moldova. In the process of improvement of the national regulatory framework, and harmonization of the environmental legislation with the provisions of European Union (EU) legislation, the national environmental protection system faces many constraints, particularly, related to outdated standards, normative acts, capacity of responsible institutions, shortage of qualified staff in the government sectoral institutes, etc.

The importance of integrated management of the Dniester River is indisputable for the Republic of Moldova. It is the Republic of Moldova’s largest river, covering 70% of the country's water consumption needs, thus being considered a strategic surface water resource for both environmental and socio-economic security of the country. At the same time, the Dniester River is Ukraine’s second largest river in terms of water discharge.

Along with efforts to manage the cross-border issues of the Dniester River management under the framework of the Dniester Commission, currently, the national environmental institutions are engaged in an extensive process of functional analysis aimed at streamlining their structure, functions, and capacities in the field of integrated management of water resources.

The strategy of the project “Support to the Moldovan authorities for the sustainable management of the Dniester River” is to improve environmental and social conditions in the Dniester River Basin District through enhanced management of water resources on the basis of updated regulatory framework, comprehensive and reliable river basin management planning, improved water management institutional capacities and implementation of practical environmental activities that would improve the ecological status of the Dniester River, identified as part of the Dniester Impact Study (2021).

2. Objectives and approach of the assignment

The Project “Support to the Moldovan authorities for the sustainable management of the Dniester River” seeks to enhance the capacity for transboundary surface water quality monitoring.

The Environment Agency under the Ministry of Environment is responsible for monitoring the quality of Moldovan surface waters, including physico-chemical and hydrobiological quality elements. A –

manual – water sampling frequency of four times per year is envisaged at most sites along the main course of the Dniester River and its tributaries, except for transboundary locations where 8 to 12 samples per year are scheduled.¹

The Project Document mentions that a sampling frequency of four times per year is too low “...especially when operational data are needed, for example, in case of an emergency or a threat of transboundary pollution”. Hence, it is proposed to install an automatic water quality measuring station on the bridge near the village Unguri (near the upstream border with Ukraine). The automatic water quality measuring station is to provide data for a range of general physico-chemical parameters such as temperature, pH, electrical conductivity, dissolved oxygen, turbidity, ammonium ions, nitrates, chlorides, etc.

However, the following has yet to be taken into consideration:

- The reservoir of the Dniester Hydropower Complex in Ukraine serves as a buffer against potential accidental spills or pollution incidents that may occur upstream in Ukraine. Any pollutants released upstream would undergo dilution within the reservoir, resulting in a delayed arrival at the reservoir's downstream exit. This is due to the extended residence time for substances within reservoirs compared to the faster transport within rivers.
- In the upper Moldovan reaches, the Dniester River extends across international borders, forming the boundary between Ukraine on the left bank and Moldova on the right bank, spanning approximately 120 kilometers from Naslavcea through Nimereuca villages.
- The bridge near Unguri is located downstream of the Ukrainian city of Mohyliv-Podilskyi with about 30 thousand inhabitants. It remains uncertain whether the local urban wastewater discharges from Mohyliv-Podilskyi might have an impact on the water quality monitored at the Unguri bridge, which raises questions about the representativeness of this monitoring site.

In addition, the project aims at increasing the ability and capacity to determine the chemical status of water bodies and to have adequate information for river basin management planning purposes. More specifically, this concerns the (assessment of the) chemical status of water bodies with focus on priority substances in the Dniester River Basin District in accordance with the Water Framework Directive (WFD).

The chemical status of surface water bodies is defined by the environmental quality standards (EQS) of the ‘Priority substances and certain other pollutants’ (hereinafter referred to as Priority substances) stipulated in the EU Directive 2013/39/EU, which is a legal act of the European Union aiming to protect the quality of surface waters from chemical pollution. It amended the Water Framework Directive (WFD) 2000/60/EC and Directive 2008/105/EC on environmental quality standards in the field of water policy. The directive identifies 45 substances or groups of substances that pose a significant risk to the aquatic environment or human health. The directive also requires the member states to monitor, reduce or phase out the emissions, discharges and losses of these substances in a 20-year timeline.

Little is known about priority substances in Moldovan surface waters, since the capacity of the laboratory of the Environment Agency for analysing the priority substances is limited.

¹ Programul de monitorizare a componentelor mediului apa de suprafața și uzată, aer atmosferic, sol, radioactivitatea mediului și gestionarea deșeurilor pe teritoriul Republicii Moldova pentru anul 2023. <https://am.gov.md/sites/default/files/document/attachments/rev%C4%83zut%20Program%20de%20monitorizare%20a%20LRM%2C%202023.semnat.pdf>

In 2019, within the framework of the GEF Moldovan-Ukrainian project “Enabling transboundary cooperation and integrated water resources management in the Dniester River Basin” a Slovak laboratory conducted a study, namely, the screening of more than 6,000 compounds at some key points on the Dniester River and its main tributaries. In Moldova, the most polluted samples were recorded in the Bic and Raut Rivers with a significant excess of concentrations of individual compounds and metals. Residues of pesticides, pharmaceuticals, industrial chemicals, plasticizers, and stimulants were identified among the most frequently encountered compounds. Excesses of permissible concentrations for heavy metals were also revealed. As part of the above screening study, a list of additional compounds was proposed for monitoring and identifying the chemical status of waters.

Due to the lack of data on the chemical status of water bodies, it is proposed that the project shall conduct a research-oriented program, which should involve the following activities:

- Annual sampling along the main channel of the Dniester River - at least 32 water samples, 10 samples of bottom sediments and 10 biota samples.
- Annual sampling on tributaries – at least 73 water samples, 16 bottom sediment samples and 10 biota samples.
- Annual sampling of groundwater - at least 60 samples.

The feasibility of the above sampling programme has yet to be determined, as well as several details, such as:

- Project implementation period (including laboratory, interpretation and reporting of results).
- Available project budget for laboratory analysis.
- Co-ordinates of the sampling sites.
- Selection of the laboratory/laboratories for analysis of the samples.

Besides a laboratory meeting such requirements, the Project Document furthermore mentions that at least 10% of samples shall be analysed by an independent laboratory.

The EU Directive 2009/90/EC “laying down, pursuant to Directive 2000/60/EC of the European Parliament and of the Council, technical specifications for chemical analysis and monitoring of water status” lays down technical specifications for chemical analysis and monitoring of water status in accordance with Article 8(3) of Directive 2000/60/EC. It establishes minimum performance criteria for methods of analysis to be applied by Member States when monitoring water status, sediment and biota, as well as rules for demonstrating the quality of analytical results.

This Directive contains specifications, among others for:

- Article 3: Methods of Analysis, which mandates the validation and documentation of laboratory, field, and on-line methods used in chemical monitoring programs under Directive 2000/60/EC. These methods must comply with the EN ISO/IEC-17025 standard or equivalent international standards.
- Article 4: Minimum Performance Criteria for Methods of Analysis, which outlines minimum performance criteria for all analysis methods. These criteria, particularly concerning limits of quantification, must be in line with relevant environmental quality standards.
- Article 6: Quality Assurance and Control, which includes requirements such as EN ISO/IEC-17025 accreditation and participation in proficiency testing, among other quality assurance measures.

Furthermore, the project aims to strengthen the capacity of the water quality laboratory of the Environment Agency by equipping the laboratory with necessary reagents, consumables, standards for conducting analyses and preparation of a package of documents for national accreditation to perform analyses of priority substances.

3. Scope of the work, duties and responsibilities

The scope of this assignment is to provide technical support to the Government of the Republic of Moldova towards enhancing the surface water quality monitoring, determination of the chemical status and assessment of water body status by:

1. Establishment of a wide range of hydro-chemical data flow in automatic regime.
2. Capacity enhancement to assess the chemical status of surface water bodies.

The specific tasks, duties, and responsibilities of the Surface Water Quality National Consultant, hereinafter referred to as the “Consultant”, are outlined in the following sections.

The Consultant will closely cooperate with the Surface Water Quality International Consultant and the Project Manager. Detailed workplans will be established on a regular basis, in close consultation.

3.1. Establishment of a wide range of hydro-chemical data flow in automatic regime

The Consultant will be responsible to provide support to Surface Water Quality International Consultant in the preparatory work for the procurement of an automatic station of surface water monitoring on Dniester River to be installed near the village Unguri (Ocnita District) by providing technical expertise, keeping liaison with stakeholders, requesting the needed information from relevant institutions, processing the information, organising meetings and supporting the communication of the International Consultant with representatives of Moldovan institutions during technical meetings. The tasks of the Consultant will consist in contributing to the following:

- a) *Conduct a preliminary assessment* with the purpose of defining the baseline understanding of the water quality issues in the area near the village Unguri (Ocnita District), review the surface water quality monitoring data on the Dniester River gathered by the Environmental Agency upstream and downstream the village Unguri.
- b) *Determine the specific objectives of the monitoring station and parameters to be measured:* identify the parameters to be monitored by the monitoring station, such as: pH levels, dissolved oxygen, temperature, turbidity, nutrient concentrations, or specific pollutants of concern. Also, identify the potential pollution risks requiring the availability of continuous monitoring capabilities for an early and timely responses and interventions to prevent or mitigate potential water pollution issues. Clear objectives will guide the selection of appropriate monitoring equipment. In addition, get acquainted with the work on selection of location and technical specifications for an automated surface water quality monitoring station developed under the Project “Strengthening the institutional framework in the water and sanitation sector in the Republic of Moldova”, implemented during 2016 – 2021, with the financial support provided by the Swiss Agency for Development and Cooperation and the Austrian Development Agency.
- c) *Conduct site reconnaissance* for potential monitoring locations along the Dniester River near Unguri village jointly with a representative of the Environment Agency and the international consultant. Consider factors such as accessibility, proximity to potential pollution sources, land use patterns, flow characteristics of the river, representativeness of the water body to be

monitored. Also, assess the availability of mobile communication services to ensure Internet connectivity that is crucial for data transmission. Collect the geographical coordinates for the location selected for installation of the automatic water quality monitoring station. In case several locations are identified, prioritize locations that are representative of the water quality conditions in the Dniester River and are likely to provide valuable insights into the overall water quality status and potential pollution hotspots.

- d) *Organize stakeholder consultations to discuss and validate the specific objectives of the monitoring station and parameters to be measured along with major aspects to be included in the technical specifications.* The Consultant will contribute to the development and sharing with potential participants of the meeting agenda, background documentation, PowerPoint presentation, and any other necessary materials.
- e) *Prepare the Technical Specifications, training program requirements and tender documentation.*

Based on the outcomes of stakeholder consultations, the Consultant will assist the Surface Water Quality International Consultant in development of technical specifications that will cover various aspects of an autonomous real-time monitoring station to ensure it meets the necessary requirements, standards, and functionalities for an effective surface water quality monitoring in a river environment. The key considerations for the development of technical specifications are the following:

- Water quality parameters:
 - Based on specific monitoring objectives, specify the water quality parameters to be monitored in real-time (e.g. pH, dissolved oxygen (DO), temperature, conductivity, turbidity, total dissolved solids (TDS), biochemical oxygen demand (BOD), chemical oxygen demand (COD), nutrients (nitrate, phosphate), etc.)
 - Define the measurement range and accuracy for each parameter.
 - Specify the sampling frequency and interval for each parameter to ensure timely and accurate data acquisition.
- Sensors and instrumentation:
 - Specify the types of sensors for in-situ operation required for each water quality parameter.
 - Define the measurement range, accuracy, and resolution for each sensor.
 - Specify the requirements for automatic cleaning of sensors and protection against possible damages (e.g. ice, waste, algae etc).
 - List the spare parts and consumables (e.g. calibration and cleaning solutions) to be supplied together with equipment.
- Hardware and Software for Data Acquisition System:
 - Specify the required hardware of the data acquisition system.
 - Specify the software requirements for the data acquisition system
 - Specify the data storage capacity and retention period for continuous monitoring.
- Data transmission and communication:
 - Specify the communication options for real-time data transmission (i.e. cellular networks).
 - Define the required data formats and protocols for seamless integration with existing monitoring systems or databases.
 - Specify the frequency and method of data transmission to a central server or data repository.
- Power supply:
 - Specify the power requirements of the autonomous monitoring station, including voltage, frequency, and power consumption.
 - Define the power supply options, such as solar panels, battery backup systems, or other sustainable energy sources, to ensure an uninterrupted operation.

- Enclosure and protection:
 - Specify the level of protection required against water ingress, physical damage, and environmental factors (e.g., UV radiation, temperature extremes).
 - Define the enclosure material, dimensions, and any necessary certifications for durability and resistance to corrosion.
 - Site Installation and mounting:
 - Specify the mounting requirements for the autonomous monitoring station, considering factors such as accessibility, stability, and representativeness of the monitoring location.
 - Provide guidelines for installation, including any specialized tools or equipment needed.
 - Specify any safety precautions for installation in a river environment.
 - List the required actions and tests to be performed by the equipment supplier at installation (e.g. configuration, programming, checklists, calibration, operational test, acceptance test etc.)
 - Maintenance and support:
 - Define the required maintenance support and intervals for the automatic monitoring station.
 - Specify the required technical support, warranty, and service level agreements (SLAs) from the supplier.
 - List the spare parts and consumables to be included in the equipment package.
 - Data Management and reporting:
 - Specify the required data outputs, automated alerts, and customizable reports.
 - Define the data management software or systems needed for real-time data storage, retrieval, and analysis.
 - Outline any specific data quality assurance and quality control procedures that need to be implemented.
 - Compliance and standards:
 - Specify any regulatory or industry standards that the autonomous monitoring station should comply with, such as ISO standards etc.
 - Include any necessary certifications or approvals required for installation and operation.
 - Training to be provided by the equipment supplier:
 - Specify the topics for the training to be organized by the equipment supplier: e.g. equipment operation and maintenance, issues to be addressed during station operation (e.g. algal growth around inlet pipes, filters clogging with algae and sediment, flood damage prevention, winterization etc), troubleshooting, data transfer, collection, storage, and reporting);
 - Estimation of operation and maintenance costs;
 - Review the monitoring objectives and make adjustments if necessary to ensure the monitoring efforts remain relevant and effective.
- f) *Prepare a cost estimation for the procurement of an automated surface water quality monitoring station, along with the related services to be provided by the equipment supplier. The cost estimation should encompass all aspects, including the cost for acquisition of monitoring station and mandatory spare parts, if any, installation expenses, required training and any other relevant costs. The document should present a clear breakdown of the budget. The estimation should be prepared in accordance with the project's requirements and constraints, ensuring that it aligns with the organization's financial guidelines and procurement procedures.*

The related tasks will be performed in close consultation with the Environment Agency that is the beneficiary institution of the automated surface water quality monitoring station.

3.2. Capacity enhancement to assess the chemical status of surface water bodies

The capacity enhancement will target the Water Quality Laboratory, a subdivision of the Environment Reference Laboratory under the Environment Agency with the purpose to find out:

- Potential for participation of the laboratory in the Priority substances research monitoring exercise;
- Potential topics and issues for capacity building possibly to be supported during the project's duration.

a) Assessment of current laboratory capacity and needs for priority substances analysis

The assessment will address various aspects, but not limited to:

- Inventory of available analytical equipment.
- Inventory of priority substances already analysed by the laboratory, including:
 - analysed media (water, sediment, biota);
 - method of analysis;
 - limit of detection and/or quantification;
 - accreditation by the National Accreditation Center (MOLDAC).
- Inventory of priority substances that theoretically might be analysed within the current settings.
- Quality assurance and control, including participation in proficiency testing schemes.
- Costs for analysis per sample per (group of) substance(s).
- Inventory of reagents, consumables, reference materials, etcetera, necessary for the laboratory to carry out analysis of priority substances with present analytical equipment?
- Training needs to strengthen the capacity for priority substances analysis.
- Develop a Roadmap for capacity enhancement in analysis of priority substances.
- Identify potential topics and issues for capacity enhancement for analysis of priority substances possibly to be supported during the project's duration.

b) Assessment of needs for the implementation of Methodology for determining the content of fats, oils and grease in surface water

- Define the list of equipment, reagents, consumables and standards required to implement the methodology;
- Identify the capacity building needs.
- Develop a work plan for methodology implementation;
- Develop the technical specifications for the procurement of equipment, consumables, and training services for the implementation of methodology.

3.3. Design and implementation of the Research monitoring programme

Based on the assessment of current laboratory capacity and the needs for priority substances analysis, the Consultant will assist the Surface Water Quality International Consultant and provide technical expertise in designing a research monitoring programme to determine the chemical status of surface water bodies that will encompass the following:

- a) Refinement of the basin approach (plan) for study of chemical status of surface water bodies

The Consultant will contribute to the design of the Research monitoring programme to study the chemical status of surface water bodies by providing support to the following:

- Determine the optimal number and locations of control (monitoring) points for collection of data on surface water bodies, including justification for new monitoring locations.
- Define the list of monitoring parameters, sampling frequency and timeline for the research to be conducted at each location.
- Estimate the costs for the implementation of the research monitoring programme.
- Identify the laboratory/laboratories to perform the required sampling and chemical analyses and estimate the costs for laboratory services.
- Develop the Terms of Reference for required laboratory services involving sampling and chemical analyses, and act as an observer in the evaluation of tender bids providing the necessary expertise for assessing the offers submitted by bidders.

b) **Equipping the laboratory with the necessary reagents, consumables, standards necessary for conducting analyses**

In case the Water Quality Laboratory under the Environment Agency will be involved in the research programme, the Consultant will provide support to the Surface water Quality International Consultant by contributing to the following:

- a) Identify the list of consumables (e.g. standard solutions, solvents for extraction, acids, various high-quality gases, gas chromatography accessories, etc.) for equipping the laboratory.
- b) Develop the technical specifications and estimate the costs for the required consumables and laboratory equipment and participate in the preparation of tender documents.
- c) Participate in evaluation of the tender bids as an observer and offer the necessary expertise for assessing the offers submitted by bidders.

c) **Preparation of laboratory and a package of documents for national accreditation to perform analyses of priority compounds relevant for the Dniester River Basin District**

In case the Water Quality Laboratory under the Environment Agency will engage to apply for national accreditation to perform analyses of priority compounds, the Consultant will provide support in the following tasks and activities:

- Provide training on accreditation procedures for selected methods of analysis of priority compounds to the laboratory;
- Offer guidance on preparation of a package of documents required for national accreditation.

Throughout the assignment, the Consultant will assist the Surface Water Quality International Consultant in organisation of meetings and consultations with relevant stakeholders to ensure a common understanding of the approach for implementation of assignment activities. The Consultant will be responsible for contribution to the preparation and sharing with stakeholders of meeting agendas and PowerPoint presentations.

4. **Expected deliverables, tentative timeframe, and other arrangements**

The Consultant is expected to deliver the following outputs as per the below-identified timeline and anticipated workload:

No.	Deliverables	Tentative timeframe
1	Inputs to the Report on identification of location and development of technical specifications for an automated surface water quality monitoring station, including components of the AMM station, parameters to be measured and types of sensors, hardware and software for data acquisition system, data transmission and communication, power supply, enclosure and protection, site Installation and mounting, maintenance and support, data management and reporting, compliance and standards, training to be provided by the equipment supplier.	By September 2024 12 w.d.
2	Inputs to the evaluation of the current Environment Agencies' laboratory capacity and needs for Priority substances analysis; assessment of needs for the implementation of Methodology for determining the content of fats, oils and grease in surface water.	By October 2024 20 w.d.
3	Contribution to the Design and implementation of the Surface Water Quality Research Monitoring Programme with Focus on Priority Substances.	By September 2024 20 w.d.
4	Inputs to the Report on preparation of laboratory for national accreditation to perform analyses of priority compounds relevant for the Dniester River Basin District.	By March 2026 15 w.d.
5	Inputs to the Final Report on establishment of a wide range of hydro-chemical data flow in automatic regime and capacity enhancement to assess the chemical status of surface water bodies and design and implementation of the Research monitoring programme.	By August 2026 15 w.d.

Note: exact dates of deliverables are subject to adjustments based on the project's progress and specific requirements, in consultation and confirmation with the consultant. Flexibility will be maintained to accommodate any changes or unforeseen needs that may arise during the course of the project implementation.

5. Institutional Arrangements

This is an individual contract. The timeframe for the work is July 2024 – August 2026.

The consultant will request from the relevant institutions the information and data necessary for execution of the tasks under the assignment of the Surface Water Quality International Consultant and for this assignment. The Consultant will work under the direct supervision and guidance of the Project Manager.

6. Financial Arrangements

The financial proposal shall specify a total amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e., whether payments fall in instalments or upon completion of the entire contract). Payments are based upon output, i.e., upon delivery of the services specified in TOR. To assist the requesting unit in the comparison of financial proposals, the financial

proposal will include a breakdown of this total amount (including the daily fee, taxes, and the number of anticipated working days).

Payments will be disbursed in several instalments, upon submission and approval of deliverables, and certification by UNDP Moldova Programme Specialist/Cluster Lead that the services have been satisfactorily performed.

Duty Travel

All envisaged travel costs must be included in the financial proposal (Annex 2, Breakdown of Cost, Section A, Duty Travel).

7. Academic qualifications, skills and experience required

Qualifications:

- An advanced degree (master's or Ph.D.) in Environmental Science, Environmental Engineering, Chemistry, Biology, or Civil Engineering, or other relevant fields is required.

Experience:

- At least 5 years of professional experience in surface water quality management (research, monitoring, evaluation, management, and protection).
- At least 3 years of experience in implementing the WFD and its related documents.
- Proven experience in working on surface water quality assessment in the Republic of Moldova.

Language skills:

- Fluency in Romanian language. Knowledge of English would be an advantage.

Skills and Competencies:

- Knowledge of provisions under the Water Law 272/2011.
- Experience of working with water authorities from the Republic of Moldova with special focus on surface water quality.
- Strong analytical, interpersonal and communication skills, demonstrated by previous assignments.
- Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments.

The UNDP Moldova is committed to the workforce diversity. Women, persons with disabilities, Roma and other ethnic 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.

Please specify in CV, in case you belong to the group(s) under-represented in the UN Moldova and/or the area of assignment.

PERFORMANCE EVALUATION

Contractors' performance will be evaluated against timeliness, responsibility, initiative, creativity, communication, accuracy, and overall quality of the delivered products.

8. Documents to be included when submitting the proposals

Interested individual consultants must submit the following documents/ information to demonstrate their qualifications:

- CV, including information about past experience in similar assignments and contact details for at least 3 referees;
- Brief description of why the individual considers him/herself as the most suitable for the assignment;
- Offeror's Letter confirming Interest and Availability with financial proposal (in USD, specifying the total lump sum amount). Financial proposal template prepared in compliance with the template in Annex 2.

Important notice: The applicants who have the statute of Government Official / Public Servant prior to appointment will be asked to submit the following documentation:

- a no-objection letter in respect of the applicant received from the Government, and;
- the applicant is certified in writing by the Government to be on official leave without pay for the entire duration of the Individual Contract.

9. Evaluation

Initially, individual consultants will be **short-listed** based on the following minimum qualification criteria:

- An advanced degree (master's or Ph.D.) in Environmental Science, Environmental Engineering, Chemistry, Biology, or Civil Engineering, or other relevant fields is required.
- At least 5 years of professional experience in surface water quality management (research, monitoring, evaluation, management, and protection);
- At least 3 years of experience in implementing the WFD and its related documents.
- Citizen of the Republic of Moldova

The short-listed individual consultants will be further evaluated based on the following methodology:

Cumulative analysis

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

- a) responsive/ compliant/ acceptable, and
- b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight – 60% (300 pts);

* Financial Criteria weight – 40% (200 pts).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

Criteria	Scoring	Maximum Points Obtainable
Technical		
An advanced degree (master's or Ph.D.) in Environmental Science, Environmental Engineering, Chemistry, Biology, or Civil Engineering, or other relevant fields is required.	<i>Master's degree – 5 pts, Ph.D.'s degree – 10 pts</i>	10
At least 5 years of professional experience in surface water quality management (research, monitoring, evaluation, management, and protection).	<i>5 years – 10 pts, each additional year of experience – 10 pts, up to a maximum of 40 pts</i>	40
At least 3 years of experience in implementing the WFD and its related documents.	<i>3 years – 10 pts, each additional year of experience – 10 pts, up to a maximum of 40 pts</i>	40
Proven experience in working on surface water quality assessment in the Republic of Moldova	<i>Up to 5 years – 10pts, more that 5 years -20 pts</i>	20
Total technical – 110 pts.		
Interview (demonstrated technical knowledge and experience; communication/ interpersonal skills; initiative; creativity/ resourcefulness).		
Only the first 3 applicants that have accumulated the highest technical score shall be invited to the interview.		
Knowledge of provisions under the Water Law 272/2011	<i>Limited – up to 15 pts, good – up to 25 pts, excellent – up to 40pts</i>	190
Knowledge of WFD and its related documents	<i>Limited – up to 20 pts, good – up to 40 pts, excellent – up to 60pts</i>	
Experience of working with water authorities from the Republic of Moldova	<i>3 years – 10 pts, each additional year of experience – 5 pts, up to a maximum of 30 pts</i>	
Strong interpersonal and communication skills, demonstrated by previous assignments	<i>Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts</i>	
Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments	<i>Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts</i>	
Fluency in Romanian language. Knowledge of English would be an advantage	<i>English – up to 10 pts, Romanian – up to 10 pts, Russian – up to 5 pts</i>	
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment*	<i>no – 0 pts., to one group – 2.5 pts., to two or more groups – 5 pts.</i>	5
Total interview – 190 pts.		
Maximum Total Technical Scoring		300

**Under-represented group in the area of assignment are persons with disabilities, LGBTI, ethnic and linguistic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, refugees, and other non-citizens.*

Financial	
Evaluation of submitted financial offers will be done based on the following formula: $S = F_{min} / F * 200$ S – score received on financial evaluation; F_{min} – the lowest financial offer out of all the submitted offers qualified over the technical evaluation round; F – financial offer under consideration	200

Winning candidate

The winning candidate will be the candidate, who has accumulated the highest aggregated score (technical scoring + financial scoring).