



## Terms of Reference

<b>Assignment:</b>	National Expert on Anti-Corruption Survey Design and Analysis
<b>Duty Station:</b>	Chisinau, Republic of Moldova
<b>Project reference:</b>	Resilient Democracy through Anti-Corruption (REDACT) Project
<b>Contract type:</b>	Individual Contract (IC)
<b>Duration of assignment:</b>	April 2026 – August 2026 (up to 25 working-days)
<b>Indicative starting date:</b>	1 April 2026

### I. Background:

UNDP “Resilient Democracy through Anti-Corruption” (hereinafter “REDACT”) Project is a multi-year institutional development initiative designed to contribute to strengthening institutional capacities, improving inter-agency synergies and legal frameworks, and enabling effective civil society oversight, along with public resilience, to counter corruption risks to democratic integrity, while aligning closely with Moldova’s national and international commitments to rule of law, good governance, and anti-corruption.

Democratic resilience refers to the capacity of a democratic system to withstand internal and external challenges, pressures, and interference, encompassing both the ability to resist threats to democracy and, when these materialize, to recover and restore the integrity and continuity of democratic processes and institutions. In the Republic of Moldova, this resilience increasingly comes under pressure due to the persistent threat of corruption, particularly affecting electoral processes through illicit political finance and large-scale vote-buying schemes, which are recognized as major corruption risks to democratic integrity.

In response, the REDACT Project aims at taking a systemic and multi-dimensional approach by:

- Strengthening institutional capacities – of police, anti-corruption agencies, prosecutors, and judicial actors.
- Enhancing inter-agency coordination, cohesion and synergy – and legal frameworks to close enforcement gaps.
- Building public resilience against corruption risks – supporting civil society, investigative journalism, and public awareness initiatives.

As part of its monitoring and evidence-building objective, the REDACT Project will conduct a comprehensive Anti-Corruption Survey in 2026 to measure public resilience, perception of risks, and the effectiveness of anti-corruption interventions. UNDP seeks to hire a National Expert to provide quality assurance on the survey instrument and perform a high-level analysis of the results.

### II. Scope of work and expected outputs:

The National Expert will be responsible for providing technical oversight and high-level analytical support for the 2026 Anti-Corruption Survey.

The specific tasks include:

#### 1. Quality Assurance of Survey Design:

- Ensure the survey questionnaire follows the good practices from the sociological survey "Lithuanian Map of Corruption" conducted regularly since 2001 and proposed by the beneficiary as a model for Moldova.

**2. Data Analysis and Result Presentation:**

- Review raw datasets for consistency and quality.
- Conduct a detailed analysis of findings, focusing on trends in corruption perception and democratic resilience.
- Draft a comprehensive Analytical Report (approx. 20 pages) with actionable policy recommendations for the National Anti-Corruption Centre (CNA) to incorporate the survey results as evidence-based foundation for structuring dialogue for various stakeholders and identifying vulnerable areas where immediate collective action is required. Overall, the report shall help CNA in adopting the survey as a systematic, regular, widely accepted and consistently used national anti-corruption tool. The report will also include recommendations for UNDP in relation to outline baseline indicators for current and future anti-corruption programs.
- Prepare and deliver a presentation (.pptx) of the findings to project stakeholders.

The Consultant will work directly with the National Anti-Corruption Centre (CNA) of the Republic of Moldova to integrate their institutional needs into the survey design. This involves conducting dedicated consultations with CNA representatives to ensure that the survey indicators align with national anti-corruption monitoring requirements and provide actionable data for CNA's prevention and integrity evaluation efforts. The final analysis should specifically highlight findings relevant to CNA's mandate, supporting the institution in refining its evidence-based outreach and prevention strategies.

**III. Expected Deliverables and Timeframe:**

	Key deliverables	Working Days	Timeline
1.	<p><b>Inception and methodology report</b></p> <p>Objective: Ensure methodology and sampling plan alignment.</p> <ul style="list-style-type: none"> <li>• Deliverable: Technical review report.</li> </ul>	10	April 2026
2.	<p><b>Analytical Report &amp; Presentation</b></p> <p>Objective: Provide evidence-based insights and strategic policy recommendations.</p> <ul style="list-style-type: none"> <li>• Deliverable: Comprehensive analytical report and stakeholder presentation.</li> </ul>	15	July 2026
	<b>Total Working Days</b>	<b>25</b>	

**IV. Institutional arrangements:**

The timeframe for the work of the Consultant is tentatively planned for April – August 2026.

The Consultant will work under the overall guidance and direct supervision of the UNDP Project Team. All deliverables shall be technically reviewed and endorsed by the UNDP Chief Technical Advisor.

All communications and documentation related to the assignment will be in English. Selected deliverables will be required in English language.

No reports or documents should be published or distributed to third parties without the approval of the UNDP Project team.

#### **V. Travel:**

The assignment is home-based. No travel is expected under this assignment.

#### **VI. Financial arrangements**

Payments will be disbursed in instalments upon the submission and approval of the deliverables, and a certification by the UNDP Project Manager that the services have been satisfactorily performed. The financial proposal shall specify a total lump sum amount, including a breakdown of the daily fee, taxes, and number of working days.

#### **VII. Confidentiality**

Materials provided to the Consultant and all proceedings within the consultancy contract shall be regarded as confidential, both during and after the consultancy.

#### **VIII. Qualifications and skills required**

- Academic Background: Master's degree (or 5 years university degree) in Statistics, Sociology, European Studies, International Relations, Public Policy, or a related field.
- Professional Experience:
  - Minimum 7 years of professional experience in public opinion research, monitoring and evaluation (M&E), or policy analysis.
  - Proven track record of commissioning, conducting, and analyzing anti-corruption surveys specifically within the Republic of Moldova (min. 1 assignments).
  - Proven track record of managing or providing quality assurance for large-scale opinion research projects (at least three surveys).
  - Experience working with international organizations is an advantage
- Competencies:
  - Understanding of Moldova's laws, regulations, and institutional mandates in the area of anti-corruption, integrity, prevention of corruption, asset declaration, conflict of interest, and related oversight mechanisms—particularly as they relate to data collection, evidence-based policymaking, and corruption risk assessment.
  - Ability to identify and interpret corruption risks, behavioral trends, governance vulnerabilities, and institutional bottlenecks at national and sectoral levels; ability to translate these insights into relevant survey indicators, research hypotheses, and analytical frameworks.
  - Familiarity with global anti-corruption frameworks (e.g., UN Convention against Corruption, OECD/ACN guidelines, GRECO recommendations) and international methodologies for assessing corruption, integrity, transparency, trust in institutions, and governance performance, including survey-based and mixed-method approaches is considered an asset.
  - Ability to plan, organize, and execute tasks efficiently; to deliver agreed outputs within established timelines, resource constraints, and defined scope; and to monitor progress and manage risks.
  - Ability to communicate clearly and effectively in both written and verbal forms; to tailor messages to different audiences; to present complex information in a structured, concise, and compelling manner and manage stakeholder expectations.
  - Fluency in English and Romanian is mandatory. Knowledge of Russian is considered an asset.

#### **IX. Documents to Be Included When Submitting the Proposals**

1. Offeror's letter to UNDP confirming interest and availability, incorporating Financial Proposal (Annex 2).
2. Duly completed and updated personal CV and at least 3 references.
3. Examples of documents (reports, studies) where the applicant was a principal author to prove expertise in survey analysis.

## **X. Evaluation Method**

### **Minimum qualification criteria:**

- Master's degree in Statistics, Sociology, International Relations, or related field.
- Minimum 7 years of professional experience in public opinion research or policy analysis.
- Citizen of the Republic of Moldova

Cumulative analysis: 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.

<b>Criteria and Scoring</b>	<b>Max Points</b>
<b>Technical</b>	
Master's degree in Statistics, Sociology, International Relations, or related field. (15 pts), PhD (20 pts).	20
Minimum 7 years of experience in opinion research/analysis (7 years – 40 pts., each additional year – 5 pts, up to 50 pts in total).	50
Experience in commissioning/analyzing anti-corruption surveys in Moldova (1 survey – 10 pts., each additional survey – 5 pts, up to 20 pts in total).	20
Experience in large-scale survey QA (5 pts for each survey, up to 20 pts).	20
Previous experience with international organizations (No – 0 pts, Yes – 10 pts).	10
<b>Subtotal desk review Scoring:</b>	<b>120</b>
<b>Interview</b>	
Demonstrated technical knowledge of survey methodologies and corruption indicators. (Strong – up to 40 pts., satisfactory – up to 30 pts., limited – up to 20 pts., no – 0 pts.)	40
Demonstrated technical knowledge of anti-corruption legal framework and policy documents.	40

(Strong – up to 40 pts., satisfactory – up to 30 pts., limited – up to 20 pts., no – 0 pts.)	
Strong analytical, facilitation, communication, and coordination skills. (Strong – up to 20 pts., satisfactory – up to 15 pts., limited – up to 10 pts., no – 0 pts.)	20
Stakeholder management and ability to deliver within timeline. (Strong – up to 35 pts., satisfactory – up to 25 pts., limited – up to 15 pts., no – 0 pts.)	35
Understanding of local political context and anticorruption sensitivities in Moldova (Strong – up to 20 pts., satisfactory – up to 15 pts., limited – up to 10 pts., no – 0 pts.)	20
Fluency in English (10 pts), Romanian (5 pts), Russian (asset) (5 pts).	20
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment* (No – 0 pts., to one group – 2.5 pts., to two or more groups – 5 pts.) * Under-represented groups in UN Moldova 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. Please specify in CV, in case you belong to the group(s) under-represented in the UN Moldova and/or the area of assignment.	5
<b>Subtotal desk review Scoring</b>	<b>180</b>
<b>Maximum Total Technical Scoring</b>	<b>300</b>
<b>Financial</b>	
Evaluation of submitted financial offers will be done based on the following formula: $S = F_{min} / F * 200$ <i>S - score received on financial evaluation; F<sub>min</sub> - the lowest financial offer out of all the submitted offers qualified over the technical evaluation round; F - financial offer under consideration.</i>	<b>200</b>

**Winning candidate:** The candidate who has accumulated the highest aggregated score (technical + financial).