



TERMS OF REFERENCE

Job title:	National Consultant - IT Expert for Technical Design, Requirements and Architecture of an Education Data and Analytics Platform
Duty Station:	Chisinau, Moldova
Reference to the project:	Transforming Education in Moldova through Model Schools
Contract type:	Individual Contract (IC)
Assignment type:	National Consultant
Contract duration:	November 2026 – April 2027
Expected workload:	45 working days
Indicative starting date:	November 2026

A. Background

During 2024 – 2028, UNDP is implementing the programme “Transforming education in Moldova through Model Schools”, funded by the Norwegian Agency for Development Cooperation (Norad). The main objective of the Programme is to enhance the quality and effectiveness of Moldova's education system through the transformation of selected district schools into Model Schools and by supporting the Ministry of Education and Research (MER) with broader systemic reforms in the education sector, **including advancing evidence-based education policymaking**. The latter includes supporting the development, monitoring and evaluation of education policies through surveys, analytical studies and improved use of education data to inform sector-level planning and decision-making.

Moldova has an operational Education Management Information System (**SIME**), which serves as the main national system for collecting and managing education data. SIME collects and stores administrative data reported by education institutions, including data on institutions, students and education personnel. The data are used by MER for monitoring the education system, producing reports, and for planning.

However, assessing the performance of the education system requires information beyond the data available in SIME. Relevant data are also available on other education information systems, official statistics and administrative registers managed by MER and other public authorities. Currently, there is no integrated analytical system that allows MER to analyze

data from these different sources to obtain a general overview of the education system. As a result, analyses that require data from multiple sources often involve extracting the data separately and processing it manually. This makes complex analysis more time-consuming and limits MER's ability to systematically use available data for policy development, planning, monitoring and decision-making.

In this context, UNDP and MER are considering the development of an **Education Data and Analytics Platform** that would complement existing information systems and enable relevant education, administrative and statistical data from different sources to be brought together for analysis and visualization. The envisaged Platform would support analysis of education system performance, including learner and education workforce trends, and facilitate monitoring of strategic indicators and targets, thereby supporting MER's policy development, planning, monitoring and decision-making.

B. Objective and expected outputs

The objective of the assignment is to support the Ministry of Education and Research (MER) and UNDP Moldova **in defining the requirements and high-level technical design for an Education Data and Analytics Platform**, including its functional, data, interoperability, security and infrastructure requirements, and to provide independent technical advisory support during the procurement and selected implementation stages of the Platform.

The assignment shall translate MER's strategic vision and policy needs into a high-level concept and a comprehensive, implementation-ready Software Requirements Specification (SRS), which will serve as the technical basis for the procurement and selection of a qualified software development company.

The Expert will provide high-level advisory and technical support from assessment and requirements definition through procurement and selected implementation milestones, ensuring that the proposed solution is technically sound, interoperable, scalable, secure, sustainable and aligned with MER's strategic and analytical needs.

The assignment will include the following key tasks:

1. Assess the education data ecosystem and relevant data sources.

The Expert shall review available documentation and consult relevant institutions, system owners and technical teams to identify the main data sources relevant to education policy, planning, analysis and understand how these data are currently collected, managed and exchanged.

The assessment shall cover, at minimum, the following systems and data sources:

- existing education information systems such as SIME
- education information systems currently under development, such as the Higher Education Management Information System (SIMÍS)
- official statistical data maintained by the National Bureau of Statistics (BNS)
- relevant administrative data and registers maintained by other public authorities, including, as applicable, the National Social Insurance House (CNAS), National Employment Agency (ANOFM), Public Services Agency (ASP), State Tax Service (SFS), and other institutions identified during the assessment
- national interoperability and e-government infrastructure, including MConnect and other relevant government services
- other existing or planned digitalization initiatives relevant to the future Platform

For each relevant data source, the Expert shall assess at a high level:

- the purpose and principal datasets; (the main categories of information contained in each source, such as enrolment, attendance, achievement, graduation, education personnel, institutions, further education or employment, etc.),
- relevant variables/data fields within these categories (the specific information recorded),
- data ownership (where the system is operated by a different institution),
- identifiers used to link records within or across systems,
- historical coverage (from which year data are available),
- update frequency,
- data quality (including completeness, consistency such as abbreviations and diacritics, file/data formats, duplicates, etc.),
- data access and exchange mechanisms (APIs, MConnect, database connections, file-based exchange or other available mechanisms, and whether data exchange is automated or manual),
- and any relevant legal, institutional or technical constraints.

The assessment shall also identify potential overlaps and dependencies between existing and planned information systems, particularly where these may affect the scope or requirements of the future Platform. Detailed field-level assessment shall be undertaken under Task 3 for data required by the validated priority use cases.

As a result of this task, the Expert is expected to deliver the following output:

- **Output 1: Education Data Ecosystem Assessment Table**, a structured inventory table presenting the findings of the assessment for each relevant data source identified.

2. Identify MER's analytical and user needs.

The Expert shall conduct consultations with MER to identify what information MER needs from the future Platform, what analysis it needs to perform, and how different users are expected to use the Platform. Consultations shall involve MER decision-makers, policy and planning units, monitoring and evaluation functions, relevant directorates, and technical/data personnel.

Based on the consultations, the Expert shall **translate the identified needs into specific use cases**, describing the main questions that users expect the Platform to answer and the analysis they need to perform. The use cases shall be prioritized together with MER to distinguish essential needs from those of lower priority.

The consultations shall also explore whether the Platform should support the collection of primary data directly from relevant user groups, such as students, teachers, parents and school managers, **through surveys, polls or other feedback mechanisms**, and identify the analytical use cases that such data could support.

Where relevant, the Expert may **also consult other intended users** of the Platform identified together with MER (school principals, students, etc.). Institutions responsible for data sources assessed under Task 1 may be consulted where additional clarification is required regarding the availability or possible use of data needed for the identified use cases.

As a result of this task, the Expert is expected to deliver the following output:

- **Output 2: Use Cases Table**, a structured table presenting the needs identified through consultations and translating them into specific use cases. For each use case, the table shall indicate, at minimum:
 - the user (who needs it?)
 - use case (what is the analytical need?)
 - required analysis (what exactly the user needs to analyze, compare, track or break down?)
 - preferred presentation (chart, table, dashboard, etc.)
 - priority (how important is this use case?)

3. Define the data requirements and feasibility for the priority use cases.

For each priority use case identified and agreed with MER under Task 2, the Expert shall determine the specific data required to implement the use case.

The Expert shall identify which data sources assessed under Task 1 contain the required data for each priority use case, whether the required data are available and of sufficient quality, whether data from different sources need to be linked, and any data gaps or constraints that may affect the respective use case. Where a use case relies on multiple data sources, the Expert shall identify the specific data needed from each source and define how these should be combined or linked to support the analysis.

For each data source and integration required to implement a priority use case, the Expert shall assess, as applicable, the technical feasibility of accessing and exchanging the required data, existing or required access mechanisms, any institutional or other approvals required, key dependencies, and the institutions responsible for enabling the respective data exchange.

Based on this assessment, the Expert shall determine whether the data required for each priority use case **are feasible for use in the first version of the Platform (V1)**, feasible **subject to specific conditions** or dependencies, or should be considered for subsequent implementation.

- **Output 3: Extended Use Cases and Data Requirements Table.** As a result of this task, the Expert shall extend the Use Cases Table developed under Output 2 by adding, for each priority use case, the following information:
 - Data required (specific data/variables)
 - Data sources
 - Data availability (currently available, partially available, unavailable)
 - Data linkage requirements (where applicable, what linkage mechanisms are available or required)
 - Data gaps and constraints (any missing data, data-quality issues, access limitations or other constraints that may affect implementation of the use case)
 - Data access/approval requirements and key dependencies
 - Proposed implementation phase (V1 or a subsequent extension), with a brief justification based on the availability, accessibility and feasibility of integrating the required data.

4. Define the functional concept of the Platform.

Based on the validated V1 scope, the Expert shall define how the Platform should enable users to perform the required analyses and access and use the information they need.

Where direct data collection has been identified as a priority requirement, the Expert shall assess and define the functional requirements for appropriate survey, polling or other feedback mechanisms, including how the collected data should be analyzed and presented through the Platform.

For each use case included in V1, the Expert shall define the main functions required, including:

- the main sections of the Platform
- user roles and access levels
- the main steps users will follow to perform an analysis or access information (user journeys)
- dashboards, charts, tables, maps and other forms of data presentation
- filters and options for breaking down data by relevant categories, such as year, geographic area, institution, education level, sex or other available characteristics
- options for comparing data across periods, geographic areas, institutions or other relevant categories
- options to move from summary information to more detailed data, where appropriate
- monitoring and presentation of strategic indicators and targets
- reporting and data export
- other functions required to support the priority use cases

The Expert shall prepare **simple wireframes of the main Platform screens** to illustrate how the proposed functions and information could be organized and presented to users. The wireframes shall focus on the main screens and validated V1 use cases and are not expected to represent the final visual design of the Platform.

In addition to conventional analytical and reporting functions, the Expert shall assess the **potential use of AI-assisted analytical and reporting functionality** within the Platform. This may include allowing authorized users to submit analytical questions in natural language, request analyses based on authorized Platform data, and receive the results in appropriate visual formats, such as charts, diagrams, infographics or tables.

The Expert shall assess the potential benefits, limitations, data-protection implications, technical requirements and indicative cost implications of such functionality and present the proposed approach and relevant use cases to MER and UNDP for validation.

The assessment shall consider, among other options, the use of Model Context Protocol (MCP) or equivalent mechanisms through which an AI-enabled application could securely access approved Platform data and analytical functions, as well as the need for an agent-

management and control component (Agent Harness or equivalent) responsible for controlling the agent's access to data and tools, execution, logging, error handling and verification of results.

The Expert shall clearly distinguish between the mechanisms used to obtain data from source systems, such as APIs, MConnect, database connections or file-based exchange, and the mechanisms through which an AI-enabled application may access approved functions and data within the Platform.

Based on this assessment, the Expert **shall recommend whether AI-assisted analytical and reporting functionality should be included in V1, or considered for a subsequent extension, or not recommended**, and provide the rationale for the recommendation.

The functional concept, wireframes and proposed AI approach shall be validated with MER and UNDP before proceeding with the detailed technical architecture and Software Requirements Specification.

- **Output 4: Platform Functional Concept, Wireframes and AI Functionality Assessment Report.** The output shall present the validated V1 scope, describing the Platform structure, main sections, user roles and access levels, functions, user journeys and forms of data presentation. The output shall also include:
 - wireframes illustrating the main Platform screens and validated V1 use cases
 - an assessment and recommendation included in a report regarding potential AI-assisted analytical and reporting functionality, including the relevant use cases and whether such functionality is recommended for V1, or subsequent development or not recommended

5. Assess architectural options and define the recommended target architecture.

Based on the validated V1 scope, data requirements and functional concept developed under the previous tasks, the Expert shall develop and compare at least two feasible architectural options for the future Platform and **recommend the most appropriate option for MER and UNDP**.

The Expert shall consult MER and relevant government institutions and technical teams to understand the existing technical infrastructure, standards and shared government services that may be used by or place requirements on the future Platform. The consultations shall cover, as relevant, hosting and infrastructure options, interoperability and data-exchange services, authentication and access management, security requirements, backup and disaster recovery arrangements, and other existing government services or technical requirements relevant to the Platform.

For each architectural option, the Expert shall define at a high level:

- how data from the required source systems will be accessed, exchanged and integrated
- where and how data will be stored and processed
- how historical data will be maintained
- how data from different sources will be linked where required
- how the analytical and visualization components of the Platform will access and use the data
- how users will authenticate and receive appropriate access rights
- how security and privacy requirements will be addressed
- proposed hosting and infrastructure arrangements
- backup and disaster-recovery arrangements
- how the architecture will support scalability and future expansion

The Expert shall define the proposed approach to data exchange and interoperability with relevant education and government information systems, including, as applicable, APIs, MConnect, database connections or other mechanisms; data-exchange frequency; data validation; identifiers; and data-linkage mechanisms.

The Expert shall assess whether the Platform requires a **centralized Data Warehouse (DWH) or another appropriate data architecture** and justify the proposed approach based on the validated V1 use cases, expected data volumes, integration requirements, scalability, maintainability and expected development and operating costs.

The architectural options shall take into account existing and planned information systems and government infrastructure and identify opportunities to reuse existing services and components where appropriate, avoiding unnecessary duplication.

Where AI-assisted **data analysis and visualization functionality** is included in the validated functional concept, the architectural options shall define the high-level approach through which the AI-enabled component may securely access approved Platform data and analytical functions. This shall include consideration of MCP or equivalent mechanisms and, where appropriate, an Agent Harness or equivalent control component for managing access to data and tools, execution, logging, error handling and verification of results.

The architectural options shall apply privacy and data protection by design. The Expert shall define how personal data required for linkage or analysis should be minimized, separated or otherwise protected; how access to individual-level data should be controlled; and how risks of re-identification, including through small groups, repeated

queries, exports and technical logs, should be addressed. Where records relating to the same individual need to be linked across systems, the Expert shall propose an appropriately protected linkage approach, including pseudonymization or other safeguards where appropriate.

The Expert shall compare the proposed architectural options taking into account:

- their ability to support the validated V1 scope and future expansion
- compatibility with existing and planned government systems and infrastructure
- implementation and integration complexity
- security and data-protection implications
- scalability and maintainability
- indicative development and recurring operating costs

The indicative cost assessment shall cover, at minimum, expected development effort and cost, hosting and infrastructure, operation and maintenance, maintenance of data integrations and, where applicable, AI services and related infrastructure. The assessment is intended to support architectural decision-making and procurement planning and is not expected to constitute a detailed software-development cost estimate.

Based on the comparative assessment, the Expert shall recommend the preferred architecture and provide a clear justification for the recommendation.

- **Output 5: Architectural Options Assessment and Recommended Target Architecture.** The output shall include:
 - at least two feasible architectural options
 - a comparative assessment of the options, including indicative development and recurring operating costs
 - the recommended target architecture and justification for its selection
 - a high-level architecture diagram and technical description of the recommended option, covering its main components, data flows, integration mechanisms, data storage and processing, analytical and visualization components, user access and authentication, security and data protection, hosting and infrastructure and, where applicable, AI/MCP/agent-control components

6. Develop the Software Requirements Specification and technical requirements for procurement.

Based on the validated V1 scope, data requirements, functional concept and recommended target architecture developed under the previous tasks, the Expert shall

prepare a comprehensive Software Requirements Specification (SRS) for the development and implementation of the Platform.

The SRS shall translate the agreed functional and technical design into clear, complete and testable requirements that can be used for procurement, software development, testing and acceptance of the Platform.

The SRS shall include, as applicable:

- functional requirements, based on the validated V1 use cases and functional concept
- data requirements, including the data required from each source, data structures, validation, quality and historical data requirements
- integration and interoperability requirements, including interfaces with relevant source systems, data-exchange mechanisms and frequency, identifiers and data-linkage requirements
- analytics and data-visualization requirements, including dashboards, charts, tables, maps, filters, comparisons, indicators and other analytical functions defined under Task 4
- user roles, authentication and access-control requirements
- security, privacy and data-protection requirements
- performance, availability, scalability and reliability requirements
- hosting, infrastructure, backup and disaster-recovery requirements
- accessibility and usability requirements
- data migration or initial data-loading requirements, where applicable
- logging, monitoring and audit requirements
- testing and User Acceptance Testing (UAT) requirements
- technical and user documentation requirements
- training and knowledge-transfer requirements
- source code, system configuration and technical documentation handover requirements
- warranty, maintenance and technical-support requirements
- measurable acceptance criteria for the main Platform requirements and deliverables

Each requirement shall have a unique identifier, appropriate classification and priority and shall be expressed in a sufficiently specific and testable form. The Expert shall prepare a Requirements Traceability Matrix linking validated use cases to the corresponding

functional, data, integration and non-functional requirements and to the relevant acceptance criteria/test scenarios

The Expert shall ensure that privacy and data-protection requirements are translated into **specific and testable requirements**. These shall address, as applicable, data minimization; protection and separation of personal data; pseudonymization or other safeguards for data linkage; access to individual-level data; restrictions aimed at reducing re-identification risks, including through small groups or repeated queries; data exports; logging and audit trails; and data retention.

Where **AI-assisted data analysis and visualization functionality** has been validated for inclusion in V1, the SRS shall define the corresponding functional and technical requirements, including:

- the approved AI use cases and functions
- the Platform data and functions that the AI-enabled component may access
- the mechanisms through which such access shall be provided, including MCP or equivalent mechanisms where applicable
- controls for managing the AI component's access to data and tools, including an Agent Harness or equivalent approach where applicable
- authentication, authorization, logging and traceability requirements
- requirements for protecting personal, confidential and restricted data
- requirements governing the processing, storage or reuse of Platform data by external AI service providers, where applicable
- mechanisms for verifying AI-generated analyses and visualizations against the underlying Platform data

The SRS shall define measurable acceptance criteria and test scenarios sufficient to verify that the Platform performs the required functions and applies the required access, security and data-protection controls. For analytical and visualization functions, the acceptance criteria shall allow verification, as applicable, of calculations and indicator definitions, source data and update dates, filters and breakdowns, treatment of missing data, and consistency of results with the underlying data.

Where AI functionality is included in V1, the acceptance criteria shall additionally verify that the AI-enabled component respects user permissions and approved data-access boundaries; produces results that can be traced to the underlying data and calculations; and does not provide access to individual-level or other restricted data when the requesting user is not authorized to access them.

Based on the final SRS, the Expert shall prepare the technical requirements for procurement of the Platform development and implementation services. These shall define the required scope of work, technical deliverables, implementation stages and milestones, testing and acceptance requirements, documentation and handover requirements, warranty and support requirements, and other technical conditions necessary for the procurement process.

- **Output 6: Software Requirements Specification and Technical Procurement Package**, comprising:
 - the final Software Requirements Specification (SRS)

7. Provide technical support during procurement and vendor selection.

The Expert shall provide technical support to UNDP and MER during the procurement and vendor-selection process, as required.

This may include:

- preparing or reviewing responses to technical clarification questions received from prospective bidders
- participating in technical discussions, if required
- supporting the technical evaluation of submitted proposals against the approved requirements and evaluation criteria as member of the Evaluation Committee
- identifying significant technical risks, deviations or weaknesses in the proposals submitted

Output 7: Report on Technical Support provided during Procurement process, technical clarification inputs, technical assessment/evaluation inputs and other technical advice provided during the procurement process, as requested by UNDP.

C. Key deliverables and tentative timetable

#	Deliverables	Output	Tentative due date	Estimated workload W.D.
1	Deliverable 1. Education Data Ecosystem, Analytical Needs and Data Feasibility Package <i>- Review available documentation; consult MER and relevant system/data owners; assess relevant systems, registers, data, ownership, identifiers, historical coverage,</i>	Output 1: Education Data Ecosystem Assessment Table Output 2: Use Cases Table	Week 7	16

#	Deliverables	Output	Tentative due date	Estimated workload W.D.
	<i>quality, access/exchange mechanisms and key constraints.</i> - Consult relevant MER units; identify and consolidate analytical needs; formulate, prioritize and validate use cases. - Map each priority use case to the required data and sources; assess availability, linkage requirements, gaps, access/approval requirements and dependencies; propose implementation phase (V1 or subsequent extension).	Output 3: Extended Use Cases and Data Requirements Table		
2	Deliverable 2. Platform Functional Concept and Target Architecture Package - Validate the proposed V1 scope; translate V1 use cases into functions, user journeys and information presentation; prepare wireframes; assess potential AI-assisted data analysis and visualization functionality and recommend whether/how it should be included. - Consult relevant technical teams; assess feasible architectural options; define the technical approach for integration, storage/processing, hosting, access, security/privacy, scalability and continuity; assess DWH/alternative approaches and indicative development/operating costs; recommend the target architecture.	Output 4: Platform Functional Concept, Wireframes and AI Functionality Assessment Report Output 5: Architectural Options Assessment and Recommended Target Architecture Report	Week 11	12
3	Deliverable 3. Software Requirements Specification (SRS) and Procurement Terms of Reference <i>Translate the validated V1 scope, functional concept and target architecture into detailed and testable functional and technical requirements, acceptance criteria and procurement requirements.</i>	Output 6. Software Requirements Specification for ToR	Week 15	15
4	Deliverable 4. Technical Procurement and Evaluation Support <i>Provide technical clarifications, support technical evaluation and identify material technical risks, deviations or weaknesses</i>	Output 7: Report on Technical Support provided during	Following launch of procurement	2

#	Deliverables	Output	Tentative due date	Estimated workload W.D.
	<i>in proposed solutions, as requested by UNDP.</i>	Procurement process Output 8: Completion Report		
TOTAL:				45

D. Institutional arrangements

The timeframe for the work of the Expert is planned for the period November 2026 – April 2027. During this time, the Expert is expected to work up to 45 working days.

The assignment shall be performed in close coordination with the UNDP's Development Unit under the supervision of the UNDP Project Manager.

The UNDP Project will provide support for organizing the necessary meetings/interviews and interacting with the relevant institutions and stakeholders, as well as will offer the required logistical support for organizing the presentation sessions with the participation of public institutions and service providers.

Given the Expert's role in preparing technical requirements, supporting technical evaluation and providing independent technical assurance during implementation, the Expert shall disclose any actual or potential conflict of interest involving prospective or selected software vendors and shall remain independent from the company contracted to implement the Platform.

E. Financial arrangements

Payments will be disbursed in tranches upon submission and approval of deliverables by the Project Manager, certifying that the services have been satisfactorily performed.

F. Qualifications and skills required

Education:

- University degree (Bachelor's or higher) in Computer Science, Information Technology, Software Engineering, Information Systems, Data Engineering, Data Science, or another closely related field.
- A Master's degree in a relevant field will be considered an advantage.

Professional Experience:

- At least 5 years of relevant professional experience in design, architecture, requirements definition and/or technical implementation of information systems, data platforms, data warehouses, business intelligence or analytics solutions.
- At least 3 previous assignments involving the preparation of Software Requirements Specifications (SRS) or equivalent technical requirements documentation for IT systems or platforms.
- At least 2 assignments involving the design of system architecture for IT systems or platforms integrating data from multiple information systems, databases or administrative data sources, including interoperability and data integration requirements.
- Knowledge and/or practical experience with AI-enabled data analysis applications and related data access, security and control considerations will be considered an advantage.
- Demonstrated experience in gathering and translating user needs into use cases, functional requirements and technical requirements for IT systems or platforms
- Experience in preparing technical specifications and/or technical scopes of work for the procurement of IT systems or platforms.
- Previous experience with government information systems, administrative registers or public-sector data platforms will be considered an advantage.
- Previous experience with education information systems, education data or education-sector analytics platforms will be considered an advantage.
- Previous professional experience working with public institutions in the Republic of Moldova will be considered an advantage.
- Previous professional experience working with international organizations, including UN agencies, will be considered an advantage.

Competencies:

- Knowledge of English and Romanian is required. Knowledge of Russian will be considered an advantage.
- Excellent research, analytical and writing skills
- Demonstrated interpersonal and ability to communicate effectively with all stakeholders and to present ideas clearly and effectively

Equal opportunity:

UNDP values diversity as an expression of the multiplicity of nations and cultures where we operate and, as such, we encourage qualified applicants from all backgrounds to apply for

this role. Our employment decisions are based on merit and suitability for the role, without discrimination.

G. Documents to be included when submitting the proposals

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

- Offeror's letter to UNDP confirming interest and availability for the individual contractor (IC) assignment, including Financial Proposal (USD) in Annex 2
Annex 2 to the Offeror's letter, incorporating the Financial Proposal, shall be filled in mandatorily and includes the detailed breakdown of costs supporting the all-inclusive financial proposal.

The Financial Proposal shall be additionally submitted directly in the Quantum system. Please ensure there are no mathematical errors and that amounts from Offeror's Letter to UNDP Confirming Interest and Availability match with your offer in the system.

- Duly updated CV with at least 3 references
- List of relevant previous assignments.

Provide a list of previous assignments that are directly relevant to the scope of this TOR (in SRS development, in system architecture design for IT systems or platforms, in AI-enabled applications (if any), etc.). For each assignment, indicate the information specified in the table below. Where available, include links to relevant publicly accessible deliverables, outputs or other supporting evidence.

Assignment relevant to the scope of the TOR	Client name & Contact person (email)	Duration & Country	Consultant's role and activities performed	Relevant Deliverables / Outputs	Link / Supporting evidence

Incomplete applications will not be considered.

H. Evaluation

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

- University degree in Computer Science, Information Technology, Software Engineering, Information Systems, Data Engineering, Data Science, or another closely related field

- At least 5 years of relevant professional experience in design, architecture, requirements definition and/or technical implementation of information systems, data platforms, data warehouses, business intelligence or analytics solutions.
- Citizen of Republic of Moldova

The first three candidates who passed technical evaluation criteria with the best score shall be invited for an online interview and pass the 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 achievable points
Technical Expertise (up to 120 pts)		
University degree (Bachelor's or higher) in Computer Science, Information Technology, Software Engineering, Information Systems, Data Engineering, Data Science, or another closely related field.	• <i>Bachelor's degree – 10 pts</i> • <i>Master's degree – 15 pts</i>	15
At least 5 years of relevant professional experience in design, architecture, requirements definition and/or technical implementation of information systems, data platforms, data warehouses, business intelligence or analytics solutions.	<i>5 years of experience – 25 pts; each additional year – 5 pts, up to a total of 40 pts</i>	40
At least three (3) previous assignments on development of Software Requirements Specifications (SRS) or equivalent technical requirements documentation for IT systems or platforms.	<i>20 pts for 3 assignments; each additional assignment – 5 pts, up to a total of 40 pts</i>	40

At least 2 assignments involving the design of system architecture for IT systems or platforms integrating data from multiple information systems, databases or administrative data sources, including interoperability and data integration requirements.	<i>Each assignment – 5 pts, up to 15 pts</i>	15
Previous experience with education information systems, education data or education-sector analytics platforms will be considered an advantage	<i>each assignment - 5 pts. up to a maximum of 10 pts.</i>	10
Subtotal Technical Scoring		120
Interview (up to 180 pts)		
Knowledge and/or practical experience with AI-enabled data analysis applications and related data access, security and control considerations will be considered an advantage.	<i>none - 0 pts, limited ≤ 15 pts, good ≤ 30 pts, strong ≤ 45 pts</i>	45
Understanding of government information systems, administrative registers or public-sector data platforms will be considered an advantage	<i>none - 0 pts, limited ≤ 15 pts, good ≤ 30 pts, strong ≤ 45 pts</i>	45
Familiarity with procurement and evaluation processes under IFI/donor-funded projects will be an asset.	<i>none - 0 pts, limited ≤ 7 pts, good ≤ 20 pts, strong ≤ 30 pts</i>	30
Strong analytical skills and ability to synthesize complex information into clear and concise analytical outputs	<i>none - 0 pts, limited ≤ 7 pts, good ≤ 14 pts, strong ≤ 20 pts</i>	20
Demonstrated interpersonal skills, as well as the ability to communicate effectively	<i>none - 0 pts, limited ≤ 7 pts, good ≤ 14 pts, strong ≤ 20 pts</i>	20
Fluency in Romanian (mandatory) and good command of English. Knowledge of Russian will be considered an asset.	<i>Romanian language – 5 pts English language – 5 pts Russian language – 5 pts</i>	15
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment will be considered as an advantage*	<i>No – 0 pts, Yes – 5 pts.</i>	5

Subtotal Interview Scoring	180
Maximum Total Technical Scoring	300
<i>* Under-represented group in the area of assignment (IT) are women. 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.</i>	
Financial analysis	
Submitted financial proposals will be assessed according to the following formula: $S = F_{min} / F * 200$ S – the achieved result of the financial assessment; F_{min} – the lowest financial proposal of all those submitted, which were qualified during the technical assessment; F – the financial proposal to be reviewed.	200