**REQUEST FOR EXPRESSION OF INTEREST # NACS-IC-2/2**

(Consulting Services, Individual Consultant)

**IT Security Technical Advisor**

**Ukraine**

**National Agency of Ukraine for Civil Service**

**Project: Public Finance Management Support Programme for Ukraine**

**Grant # TF0B6630**

**BACKGROUND**

Ukraine has received financial assistance from the International Bank for Reconstruction and Development and International Development Association (“World Bank”), acting as administrator of the grant funds provided by the European Commission on behalf of the European Union (“Donor”) under the EC - World Bank Partnership Program Part III for Europe and Central Asia Programmatic Single-Donor Trust Fund (TF073423) (hereinafter – the Grant) toward the cost of Public Finance Management Support Programme for Ukraine Project. The Letter Agreement regarding the Grant TF0B6630 was signed between the Ukraine and the World Bank on 09.02.2022 (“Letter Agreement”).

The Project is aimed to better manage public resources through (i) launching of a country-wide HRMIS; (ii) reassessing and improving the efficiency of the Public Investment Management (PIM) system; and (iii) improving the governance of state-owned enterprises (SOEs). This is to be achieved through, inter alia, implementation of Phase 2 of Human Resource Management Information System (HRMIS) as foreseen under Part A “Country-wide launch of the Human Resource Management Information System (HRMIS)” (Project`s Part A).

The National Agency of Ukraine for Civil Service (NACS) is responsible for the implementation of Project’s Part A activities. Project’s Part D “Project Management and Implementation Support” covers relevant expenses of the NACS and the Ministry of Economy of Ukraine, another Project’s implementing entity.

The NACS, to strengthen its implementation capacity and ensure efficient execution of HRMIS’s Phase 2, will contract, though a competitive selection, a group of individual consultants - technical and HRMIS support specialists, as well as specialists on project management and fiduciary procedures – to NACS’s project implementation team. Currently, the NACS is looking for a highly experienced and qualified IT Security Technical Advisor (the Consultant*)* to ensure efficient and reliable HRMIS IT security setup and maintenance*.* The purpose, scope and duration of consulting services required and qualification requirements to the Consultant are defined in the Terms of Reference (ToR)

**The interested Consultants shall meet the following qualifications requirements:**

Mandatory requirements:

1. At least Bachelor’s Degree in IT-Security / Computer Science / IT / Computer engineering / Automated Control Systems (or equivalent);
2. At least 5 years of professional experience in the administration of IT-security tools (at least anti-virus software, firewall, intrusion prevention system);
3. Fluent Ukrainian,
4. In depth knowledge of latest IT-security solutions, tools and technologies, attack techniques, and vulnerabilities;
5. Experience in IT-security architecture in a large IT environment, including experience identifying architectural security weaknesses at the application, OS, and network level;
6. Experience in the design and implementation of IT-security solutions.

Desirable requirements:

1. Certified Information Systems Security Professional (CISSP) or equivalent certification will be considered an advantage;
2. Work experience in the administration of IT or IT-security tools in central executive bodies will be considered an advantage;
3. Practical skills in administering of wide range IT systems will be considered an advantage;
4. Experience in preparing the infrastructure for and obtaining the positive opinion on the Complex system of information protection will be considered an advantage.

The CV and cover letter (statement of interest) shall be submitted together with information confirming applicant’s experience in the areas specified in this section, as well as reference letters detailing the results of the projects implemented. The NACS may at its discretion invite the potential Consultant to the interview to prove Consultant`s relevant skills.

The selection of the consultant will be performed in accordance with the Bank’s “[Procurement Regulations for IPF Borrowers](http://pubdocs.worldbank.org/en/178331533065871195/Procurement-Regulations.pdf)”, dated November 2020. In addition, please refer to paragraphs 3.14, 3.16 and 3.17 setting forth the World Bank's policy on conflict of interest.

Additional information may be obtained at the following address:

The National Civil Service Agency of Ukraine

15, Prorizna, Kyiv, 01601, Ukraine

+38(044)290-81-15

Interested applicants should submit their CVs in Ukrainian at the following e-mail address: [kalynin@nads.gov.ua](mailto:kalynin@nads.gov.ua) with mandatory copy to [hrmis\_zagal@nads.gov.ua](mailto:hrmis_zagal@nads.gov.ua), indicating the subject of the letter: “TF0B6630: NACS-IC-2/2: IT Security Technical Advisor”.

The deadline for submission of CVs is 18:00 on 05.10.2022**.**

**Attachment: Terms of Reference**