**REQUEST FOR EXPRESSION OF INTEREST # NACS-IC-2/3**

(Consulting Services, Individual Consultant)

**Lawyer Consultant**

**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 Lawyer Consultant to support improvement of policy and methodological framework for HRMIS implementation and use. 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:

* Education of Master's degree in Law or similar field;
* At least 5 years of professional experience;
* Experience in contracts, agreements and other legal documents developing;
* Work experience with national government authorities;
* At least 3 years experience of normative legal acts developing, providing consultations on the current legislation of Ukraine and its changes;
* Fluent Ukrainian, written and spoken English (at least Pre-Intermediate level);
* Advanced level of computer skills, knowledge and practical skills of using standard Microsoft packages (Word, Excel, Power Point), email and databases.

Desirable requirements:

* Education or/and work experience specialization in human resources management and/or accounting and/or administrative law is an advantage;
* Experience of approval of normative legal acts projects with other central executive authorities and committees of the Verkhovna Rada of Ukraine is an advantage;
* Work experience in legal unit of central executive authorities on position at least of the main legal adviser or similar is an advantage.

The CV and cover letter (statement of interest) shall be submitted together with information confirming applicant’s education, experience in the areas specified in this section, as well as letters of reference. 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: [sosnovskyi@nads.gov.ua](mailto:sosnovskyi@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-2/3: Lawyer Consultant”.

The deadline for submission of CVs is 15:00 on 16.02.2023**.**

**Attachment: Terms of Reference**