

**ANEXA IV: EXPREȚII CHEIE**

Numele expertului	Poziția propusă	Ani de experiență	Vârsta	Educație	Domenii de cunoaștere specializate	Experiență în țara parteneră	Limbile și gradul de fluentă de la A1 (începător) la C2 (competenți) *
<b>Veaceslav Scobioală</b>	<b>Expert cheie 1:</b> Lider de echipă - evaluator	23	55	Diplomă în economie	<ul style="list-style-type: none"> <li>▪ experiență în gestionarea ciclului de proiecte și programe și controlul implementării și managementul sistemelor informatice aferente;</li> <li>▪ peste 6 ani de experiență în evaluare bazată pe rezultate, livrabile a programelor de sprijin bugetar / contractelor de reformă sectorială, analiza, cercetarea și evaluarea nevoilor de dezvoltare a capacității;</li> <li>▪ peste 8 ani de experiență în elaborarea de politici / planificare strategică, cercetarea cantitativă și calitativă, dezvoltare social-economică, dezvoltarea regională (inclusiv dezvoltarea urbană); particularitățile de implementare a programelor și proiectelor ale UE și ale altor parteneri de dezvoltare CAD / OCDE;</li> </ul>	23	Romanian [native] Russian [native] English - C1 French - A1
<b>Florentina Macovei</b>	<b>Expert cheie 2:</b> Evaluator - urbanist	16	37	Jurist , Diploma de licență	<ul style="list-style-type: none"> <li>▪ Experiență generală în proiecte de finanțare – peste 16 ani;</li> <li>▪ Experiență de peste 15 ani în management de proiect, inclusiv monitorizare și evaluare;</li> </ul>	11	L.Romana – limba maternă L. engleza - B2 L.franceza – B1 L.spaniola – B2

				Diploma studii postuniversitare - MBA	<ul style="list-style-type: none"> <li>▪ Experiență de peste 10 ani de experiență în implementarea, monitorizarea și evaluarea sistemelor diferitelor politici sau servicii publice</li> </ul>		
<b>Stroici Olesea</b>	<b>Expert cheie 3:</b> expert-evaluator de monitorizare	11	33	Diploma de Master - Energie și Mediu  Diploma de Licență - Ingineria mediului	<ul style="list-style-type: none"> <li>▪ experiență în domeniul elaborării/ implementării proiectelor de cooperare transfrontalieră cu finanțare europeană;</li> <li>▪ experiență în elaborarea rapoartelor tehnice și financiare pentru proiecte UE;</li> <li>▪ experiență în elaborare studii de fezabilitate în domeniul gestionării deșeurilor, aprovizionării cu apă și canalizare, infrastructurii de alimentare cu energie termică</li> <li>▪ experiență profesională în domeniul procesului de planificare regională: elaborarea planurilor și strategiilor de dezvoltare regională;</li> </ul>	11	L.Romana – limba maternă l. Engleză – B2 l.Rusă – B1

## CURRICULUM VITAE

<b>Rolul propus în proiect</b>	<b>Expert cheie 1: Lider de echipă - evaluator</b>
<b>Nume de familie</b>	Scobioala
<b>Prenume</b>	Veaceslav
<b>Data de nastere</b>	18/08/1965
<b>Naționalitate</b>	România
<b>Stare civila</b>	căsătorit
<b>Educație</b>	

<b>Instituția</b>	<b>Data din z/l / a</b>	<b>Data până la din z/l/a</b>	<b>Gradul sau diplomele obținute</b>
Academia de Studii Economice din Moldova	09/1986	06/1993	Diplomă în economie
Itonlinelearning / PRINCE2 AgilePM	2003	2007	Certificat PRINCE2 Fundamentals (CertPeople / Axelos) Certificat AgilePM - Practitioner (APMG International)

*Competențe lingvistice: indicați competența de la A1 (începător) la C2 (competent).*

<b>Limba</b>	<b>Citire</b>	<b>Vorbire</b>	<b>Scriere</b>
Romanian [native]	C1	C1	C1
Russian [native]	C1	C1	C1
English	C1	C1	C1
French	B1	A1	A1

<b>Membru al organizațiilor profesionale:</b>	N/A
<b>Alte abilități</b>	<ul style="list-style-type: none"> <li>▪ (e.g. Computer literacy, etc.), Computer Literacy: WINDOWS/MS Office applications (Word, Excel, PowerPoint, FileMaker Pro, MS Project, Visio, Outlook), Jira &amp; web-based Apps, MS Teams, Webex;</li> </ul>
<b>Poziția actuală</b>	Liber profesionist (Evaluator / Consultant)
<b>Ani în cadrul firmei</b>	10
<b>Calificări cheie (relevant pentru proiect)</b>	<ul style="list-style-type: none"> <li>▪ experiență în gestionarea ciclului de proiecte și programe și controlul implementării și managementul sistemelor informatice aferente;</li> <li>▪ peste 6 ani de experiență în evaluare bazată pe rezultate, livrabile a programelor de sprijin bugetar / contractelor de reformă sectorială, analiza, cercetarea și evaluarea nevoilor de dezvoltare a capacității</li> <li>▪ peste 8 ani de experiență axată pe elaborarea de politici / planificare strategică, cercetarea cantitativă și calitativă în dezvoltarea regională, inclusiv în dezvoltarea urbană, dezvoltare socială, economie, programare și coordonare a dezvoltării și gestionarea proiectelor, familiarizați cu particularitățile de implementare a programelor și proiectelor ale UE și ale altor parteneri majori de dezvoltare CAD / OCDE;</li> </ul>

### Experiență specifică în regiune:

<b>Țara</b>	<b>Data: de la (luna / an)</b>	<b>Data: până la (luna /an)</b>
Moldova	1982	prezent
Uzbekistan	2004	2012
Kyrgyzstan	2004	2012
Georgia	2004	2013
Armenia	2004	2004
Ukraine	2004	2013
Belarus	2004	2009
	2014	2015
Romania	2007	
Egypt	2009	2009
Jordan	2010	
Azerbaijan	2011	2011
Kazakhstan	2012	2012

## Experiența profesională

Data: de la (z/1 / a)	Data: pina la (z/l/a)	Zile lucrătoare efective	Locație	Compania	Poziția	Descriere
Ianuarie 2021 -	present Moldova	25	Moldova	Madiba Consult GmbH	Evaluator / Consultant	<p><b>Sarcini principale (conforme cu ToR):</b></p> <ul style="list-style-type: none"> <li>- evaluarea finală în conformitate cu criteriile OECD/DAC ale Modernizării Serviciilor Publice Locale, Proiect Moldova - finanțat de BMZ și implementat de GIZ (total 67 mil EUR). Domeniile de intervenție evaluate ale proiectului sunt legale / de reglementări și politici sectoriale (<b>inclusiv aspectele legate de dezvoltare urbană</b>): AAC; gestionarea integrată a deșeurilor, eficiență energetică (în clădiri); dezvoltarea capacității și promovarea participării societăților civile la proiectele comunitare și dezvoltarea regională în ansamblu.</li> </ul>
Februarie 2017	Mai 2018	60	Moldova	Agrotec S.p.A.	Expert principal în monitorizare și evaluare	<p><b>Sarcini principale (conform ToR):</b></p> <ul style="list-style-type: none"> <li>- Evaluarea și monitorizarea internă a măsurilor din cadrul Programului European de Vecinătate privind contractul de reformă a sectorului agricol și de dezvoltare rurală (ENPARD SRC).</li> <li>- Revizuirea sistemului de monitorizare și evaluare al Ministerului Agriculturii, Dezvoltării Rurale și Mediului (MARDE) privind implementarea Strategiei Naționale pentru Agricultură și Dezvoltare Rurală (documente, proceduri și rapoarte) și propunerea de îmbunătățiri.</li> </ul>
Septembrie 2015 -	Februarie 2017	70	Moldova	GFA - Consorțiul Sequo (Asistență tehnică pentru implementarea DCFTA)	Expert senior ST în evaluare și monitorizare	<p><b>Sarcinile principale:</b></p> <ul style="list-style-type: none"> <li>- Proiectarea șabloanelor de raportare a evaluării în conformitate cu criteriile CAD/OCDE și efectuarea exercițiilor de evaluare și monitorizare a contractului de reformă sectorială a zonei de liber schimb;</li> <li>- Formularea de rapoarte de evaluare și monitorizare care să faciliteze procesul decizional în îmbunătățirea competitivității infrastructurii calității și supravegherii pieței, dezvoltarea și diversificarea condițiilor și oportunităților pieței interne și externe din Moldova, cu accent pe atragerea investițiilor și promovarea exporturilor; Prezentarea rapoartelor de evaluare;</li> <li>- Elaborarea recomandărilor diferitor actori ref. la documentarea activităților desfășurate / condiții specifice realizate în cadrul activităților Matricei de politici și prezentarea acestora misiunii externe de evaluare.</li> </ul>
Martie 2014	Ianuarie 2015	177	Belarus	GFA - Consorțiul ICON (EU funded Capacity Development Facility – Belarus Project)	Expert cheie (177 WD) - Dezvoltare internațională și coordonarea ajutorului	<p><b>Sarcinile principale:</b></p> <ul style="list-style-type: none"> <li>- Consolidarea capacității instituțiilor naționale selectate în programarea și implementarea programelor și proiectelor finanțate de UE în diverse domenii (inclusiv aspectele legate de dezvoltare urbană);</li> <li>- Sprijin pentru îmbunătățirea mecanismului de coordonare a asistenței tehnice în Belarus în conformitate cu Declarația de la Paris, inclusiv recomandări pentru îmbunătățirea cadrului legal al acestui mecanism de coordonare; Analiza Acordului-cadru dintre UE și Belarus și a implicațiilor sale asupra legislației;</li> <li>- Consiliere privind politicile legate de AT și promovarea recunoașterii rolului NCU la nivel central și regional ca organism de comunicare și coordonare pentru asistența UE;</li> <li>- Sprijin pentru crearea unui consiliu interministerial pentru asistență tehnică;</li> <li>- Contribuția la optimizarea procedurilor de înregistrare pentru programe și proiecte internaționale de asistență tehnică în interesul creșterii eficienței realizării acestora;</li> <li>- Monitorizarea indicatorilor Declarației de la Paris; Redactarea de orientări privind noul cadru de planificare financiară al UE pentru 2014-2020 și diseminarea rezultatelor proiectului;</li> </ul>

Data: de la (z/ / a)	Data: pina la (z/l/a)	Zile lucrătoare efective	Locație	Compania	Poziția	Descriere
						<ul style="list-style-type: none"> <li>- Elaborarea unui concept de platformă interactivă pentru planificarea și coordonarea asistenței tehnice internaționale în Belarus;</li> <li>- Redactarea Termenilor de Referință pentru crearea unei platforme interactive „Atlas de proiecte și programe de asistență tehnică implementate în Belarus” care vizează planificarea, previziunea și monitorizarea nevoilor și rezultatelor de asistență tehnică în Belarus.</li> </ul>
Ianuarie 2012	Mai 2015	207	Moldova	GFA - OPM Consortium (EU funded proiect Economic Stimulation in Rural Areas TA)	ST Senior Expert -Evaluare și monitorizare	<p><b>Sarcini principale (conform ToR):</b></p> <ul style="list-style-type: none"> <li>- Elaborarea metodologiei și formatelor pentru rapoartele de evaluare în conformitate cu criteriile de evaluare UE și CAD/OCDE, inclusiv pentru evaluarea impactului proiectelor finanțate din FNDR;</li> <li>- Efectuarea măsurări/evaluări periodice a performanței a Programului de sprijin bugetar al UE „Stimularea economică în zonele rurale”</li> <li>- Asistență la stabilirea unui sistem de evaluare și monitorizare în departamentele economice / agricole ale 32 de autorități raionale și programe și proiecte de dezvoltare a investițiilor în infrastructura locală; Proiectarea și introducerea unui sistem de monitorizare pentru sprijinirea ODIMM;</li> </ul>
Decembrie 2012	April 2013		Ucraina	ITAD	Expert Evaluator	<p><b>Sarcinile de bază</b></p> <ul style="list-style-type: none"> <li>- reconstrucția cadrului logic al intervenției, efectuarea de analize sectoriale și contribuția la colectarea de date (cercetarea cantitativă și calitativă și elaborare rapoarte bazate pe dovezi în timpul interviurilor efectuate, precum și contribuția la elaborarea raportului de evaluare.</li> </ul>
Ianuarie 2004	Decembrie 2013		ENPI Est / Sud, Asia Centrală	IBM-ITAD-TICON Consortium Integration-Ecorys Consortium	Senior Expert în monitorizare și evaluări orientate spre rezultate	<p><b>Sarcinile de bază</b></p> <ul style="list-style-type: none"> <li>- Evaluarea (inclusiv evaluarea ex-post) a Programelor și proiectelor finanțate de UE în țările din Europe de est, Caucazul de sud, Asia Centrală și zona mediteraneeană;</li> <li>- Sectoarele de dezvoltare acoperite includ reforma administrației publice centrale / locale și bună guvernare, asistență medicală și protecție socială, consolidarea instituțională / consolidarea capacităților, drepturile omului, dezvoltare regională / locală (inclusiv în contextul dezvoltării urbane), îmbunătățirea mediului de afaceri, politica comercială, promovarea exporturilor, atragerea investițiilor, aproximarea legală, anticorupție / spălarea banilor și combaterea terorismului, antidrog, energetic / EE / RES (inclusiv în contextul dezvoltării urbane inteligente), dezvoltare locală / rurală și regională (precum și în contextul dezvoltării teritoriale și urbane), dezvoltarea instituțională / consolidarea capacităților.</li> </ul>
Noiembrie 1995	Decembrie 2003	Permanent	Moldova	Ministerul Economiei	Dir. Adj. / Dir. executiv al Biroului național de coordonare a programelor și proiectelor; Dir. Adj. al DREE	<p><b>Sarcinile de bază</b></p> <ul style="list-style-type: none"> <li>- Coordonarea programelor și proiectelor de cooperare tehnică finanțate de partenerii de dezvoltare, inclusiv UE și statele membre pentru implementarea programului național de asistență tehnică;</li> <li>- Elaborarea și coordonarea implementării politicilor de cooperare economică bilaterală / multilaterală;</li> <li>- Membru al grupurilor de experți sectoriali / expert în resurse pentru reforma sectorului public Planificare strategică și dezvoltare sectorială Comitete comune de monitorizare și evaluare a programelor, dezvoltarea regională (inclusiv aspecte legate de dezvoltarea urbană), transport, învățământ superior, știință, mediu, agricultură și dezvoltare regională/rurală, politici comerciale / promovarea exporturilor/atragerea investițiilor, privatizarea și restructurarea întreprinderilor, sectorul energetic.</li> </ul>

## CURRICULUM VITAE

<b>Rolul propus în proiect</b>	<b>Expert cheie 2:</b> Evaluator - urbanist
<b>Nume de familie</b>	MACOVEI
<b>Prenume</b>	FLORENTINA
<b>Data de nastere</b>	29.02.1984
<b>Naționalitate</b>	România
<b>Stare civila</b>	casatorita
<b>Educație</b>	

<b>Instituția</b>	<b>Data din z/l / a</b>	<b>Data până la din z/l/a</b>	<b>Gradul sau diplomele obținute</b>
Universitatea Tehnica "Gh. Asachi" Iasi- CETEX « Program M.B.A »	2007	2009	Diploma studii postuniversitare - MBA
Universitatea "Al. I. Cuza" Iasi, Facultatea de Drept	2003	2007	Jurist, Diploma de licență
Reteaua Organizatiilor de Consultanta in Afaceri din Romania, Team Leader:Leszek Jakubowski, Trainer: David Fenning,	10.04.2006	14.04.2006	Certificat de participare in urma trainingului „Tehnici de comunicare eficienta”
Reteaua Organizatiilor de Consultanta in Afaceri din Romania, Team Leader:Leszek Jakubowski Trainer: Despina Pascal	17.07.2006	21.07.2006	Certificat de participare in urma trainingului „Abilitati de conducere pentru dezvoltarea afacerilor”
Reteaua Organizatiilor de Consultanta in Afaceri din Romania Lector : Felicia Milcu	12.10.2006	13.10. 2006	Certificat de participare in urma trainingului „Export si promovarea investitiei”
ANIMMC, Proiect Phare de Asistenta Tehnica pentru dezvoltarea IMM-urilor din Romania	20.07. 2007		Training Certificate „Structural Fonds”
Asociatia pentru integrare si dezvoltare comunitara „Indeco”	20.06.2008	31.07.2008	Certificat de absolvire Manager de proiect
Asociatia pentru integrare si dezvoltare comunitara „Indeco”	17.08.2009-	19.10.2009	Certificat de absolvire Formator
Scoala de studii comerciale Bacau	28.06.2010-	04.07.2010	Expert accesare fonduri structurale si de Coeziune europene
Scoala de studii comerciale Bacau	28.06.2010	04.07.2010	Expert accesare fonduri structurale si de Coeziune europene

*Competențe lingvistice: indicați competența de la A1 (începător) la C2 (competent).*

<b>Limba</b>	<b>Citire</b>	<b>Vorbire</b>	<b>Scriere</b>
L. Româna	B1	B1	B2
L. Engleza	B1	B1	B2
L.Franceza	A2	A1	A1
L.Spaniola	B1	B1	B2

<b>Membru al organizațiilor profesionale:</b>	N/A
<b>Alte abilități</b>	<ul style="list-style-type: none"> <li>▪ Computer / Microsoft Office, Internet explorer, Outlook, AutoCad,</li> <li>▪ Proiectarea si implementarea proiectelor cu finantare nerambursabila pe diferite Programe</li> </ul>
<b>Poziția actuală</b>	<b>Director Departament Consultanta</b>
<b>Ani în cadrul firmei</b>	16
<b>Calificări cheie (relevant pentru proiect)</b>	<ul style="list-style-type: none"> <li>▪ Competență în planificarea urbană / urbană în zonele de planificare urbană formală și informală și dezvoltare urbană, reînnoire urbană, regenerare; experiență de lucru în planificarea transportului / traficului, concentrându-se pe transportul urban prietenos cu mediul și social, mobilitatea, planificarea integrată a transportului</li> <li>▪ Evaluarea programelor și proiectelor, de ex. efectuarea de analize de progres și evaluări pentru UE și pentru alți donatori;</li> </ul>

**Experiență specifică în regiune:**

<b>Țara</b>	<b>Data: de la (luna / an)</b>	<b>Data: pina la (luna /an)</b>
Moldova	2010	prezent

**Experiența profesională**

<b>Data: de la (z/l / a)</b>	<b>Data: pina la (z/l/a)</b>	<b>Zile lucrătoare efective</b>	<b>Locație</b>	<b>Compania</b>	<b>Poziția</b>	<b>Descriere</b>
Sept 2008-	prezent	Full time	<b>IASI, Romania</b>	<b>SC AVENSA CONSULTING SRL IASI, Strada Barbu Lautaru nr. 48 A</b>	<i>Director Departament Consultanta</i>	<ul style="list-style-type: none"> <li>- Coordonarea si supervizarea Biroului din Iasi</li> <li>- Atingerea targeturilor pe vanzari impuse de conducere</li> <li>- coordonarea design-ului si implementarii proiectelor din cadrul departamentului de fonduri structurale, cu accent pus pe realizarea si supervizarea analizelor economico-finaciare si socio-economice aferente proiectelor de finantare realizate</li> </ul>
Septembrie 2009-	iulie 2010	full time	<b>IASI, Romania</b>	Universitatea "Alexandru Ioan Cuza" din Iasi in pateneriat cu SC Avensa Consulting SRL Iasi	<i>Expert implementare</i>	<p>Expert in cadrul proiectului <b>Centru regional pentru dezvoltarea antreprenoriatului in randul tinerilor</b>, finantat prin cadrul Programului POS DRU „Antreprenoriatul, o alternativa de cariera în Regiunea Nord-Est”, AXA PRIORITARA 3 „Cresterea adaptabilitati lucratorilor si întreprinderilor”, DOMENIUL MAJOR DE INTERVENTIE 3.1 „Promovarea culturii antreprenoriale”</p> <ul style="list-style-type: none"> <li>- realizarea achizițiilor împreuna cu consilierul juridic;</li> <li>- solicitarea informatiilor ce vor fi ulterior introduse in cadrul rapoartelor tehnice intermediare si final (documente suport pentru activitatile derulate);</li> <li>- intocmirea rapoartelor tehnice intermediare si final cu respectarea formularelor si a recomandarilor institutiei finantatoare;</li> <li>- intocmirea rapoartelor financiare intermediare si final cu respectarea formularelor si a recomandarilor institutiei finantatoare;</li> <li>- intocmirea cererilor de plata (respectand contractual de finantare nerambursabila a beneficiarului cu institutia finantatoare)</li> </ul>
ianuarie 2007-	septembrie 2008	full time	<b>IASI, Romania</b>	SC AVENSA CONSULTING SRL IASI, Str. Barbu Lautaru, Nr.48 A,	<i>Director, departament programe de finantare Senior consultant</i>	<ul style="list-style-type: none"> <li>- Coordonarea departamentului de scriere si implementare proiecte cu finantare nerambursabila pe diferite Programe Sapard, Phare, Fonduri structurale, FEADR, dar si cu finantare proprie</li> <li>- actiuni specifice de fidelizare a clientilor</li> <li>- analiza si rezolvarea adecvata a problemelor aparute</li> <li>- verificarea calitatii serviciilor de proiectare si consultanta ale firmei, cresterea permanenta a volumului acestora si cresterea profitului rezultat in urma activitatilor proprii</li> <li>- realizarea unui program departamental si personal de prestare a serviciilor de proiectare si consultanta cu obiecte de timp, calitate si financiare precise</li> <li>- participarea activa, cu propuneri constructive, informatii pertinente si rapoarte manageriale clare, la sedintele de lucru ale echipei manageriale a firmei</li> <li>- verificarea eligibilitatii clientului si a proiectului propus de acesta pentru accesarea programului de finantare inainte de contractarea serviciilor</li> <li>- propunerea termenelor de realizare a contractelor</li> <li>- mentinerea legaturii dintre asistenta tehnica a programului si cu tertii privind particularitatile proiectului si pentru realizarea acestuia cu maximum de profesionalism</li> </ul>

Data: de la (z1 / a)	Data: pina la (z1/a)	Zile lucrătoare efective	Locație	Compania	Poziția	Descriere
						<ul style="list-style-type: none"> <li>- responsabilitate privind respectarea termenelor contractuale</li> <li>- in activitatea de realizare a proiectului se tine cont de valorile caracteristice firmei: creativitate, dinamism, calitate si know-how</li> <li>- realizarea analizei economico-financiare si cea a analizei socio-economice pentru proiectele de finantare care trateaza acest aspect</li> </ul>
August 2012		Part time	Mun. Giurgiu, Romania	Primaria municipiului Giurgiu	Director departament consultanta cu atributii expert fonduri structurale	<ul style="list-style-type: none"> <li>- Coordonare si monitorizare privind elaborarea profilului investitional al Euroregiunii Ruse – Giurgiu</li> <li>- Activitati organizatorice internationale privind consultarea partenerilor din Bulgaria si Romania in realizarea documentatiei aferente profilului investitional</li> <li>- Comunicare interna si internationala in cadrul proiectului (inclusiv coordonarea traducerii materialelor aferente)</li> </ul>
noiembrie 2006-	ianuarie 2007	full time	IASI, Romania	SC AVENSA CONSULTING SRL IASI, Str. Barbu Lautaru, Nr.48 A,	Manager proiect	<ul style="list-style-type: none"> <li>- Coordonarea echipei de scriere si implementare proiecte cu finantare nerambursabila pe diferite Programe Sapard, Phare, Fonduri structurale, FEADR, dar si cu finantare proprie</li> <li>- actiuni specifice de fidelizare a clientilor, analiza si rezolvarea adecvata a problemelor aparute, verificarea calitatii serviciilor de proiectare si consultanta ale firmei, cresterea permanenta a volumului acestora si cresterea profitului rezultat in urma activitatilor proprii</li> <li>- realizarea unui program departamental si personal de prestare a serviciilor de proiectare si consultanta cu obiecte de timp, calitate si financiare precise</li> </ul>
Martie 2006-	noiembrie 2006	full time	IASI, Romania	SC AVENSA CONSULTING SRL IASI,	Director implementare	<ul style="list-style-type: none"> <li>- Coordonarea departamentului de implementare proiecte cu finantare nerambursabila pe diferite Programe Sapard, Phare, dar si cu finantare proprie</li> </ul>
2005-	iunie 2006	full time	IASI, Romania	SC AVENSA CONSULTING SRL IASI,	Responsabil tehnic si administrativ	<ul style="list-style-type: none"> <li>- Coordonarea implementarii proiectului din punct de vedere tehnic si administrative, in cadrul proiectului « Dezvoltarea abilitatilor in managemantul proiectelor in constructii », derulat in cadrul Programului Dezvoltarea resurselor umane RO2002/- 000.586.05.02.02</li> </ul>
Decembrie 2005-	noiembrie 2006	full time	IASI, Romania	SC AVENSA CONSULTING SRL IASI,	Director implementare	<ul style="list-style-type: none"> <li>- Coordonarea echipei de scriere si implementare proiecte cu finantare nerambursabila pe diferite Programe Sapard, Phare, Fonduri structurale, FEADR, dar si cu finantare proprie</li> </ul>
Ianuarie 2005	iulie 2005	full time	IASI, Romania	SC AVENSA CONSULTING SRL IASI,	Asistent manager	<ul style="list-style-type: none"> <li>- intocmirea de rapoarte saptamanale si lunare,</li> <li>- scrisori si alte documente de birou, procese verbale ale sedintelor</li> <li>- achizitionare de materiale consumabile, primirea, distribuirea si organizarea corespondentei prin posta, email, fax</li> <li>- intocmirea proceselor verbale ale sedintelor operative</li> </ul>

## CURRICULUM VITAE

<b>Rolul propus în proiect</b>	<b>Expert cheie 3:</b> expert-evaluator de monitorizare
<b>Nume de familie</b>	Stroici
<b>Prenume</b>	Olesea
<b>Data de nastere</b>	03.01.1988
<b>Naționalitate</b>	Republica Moldova
<b>Stare civila</b>	căsătorită

### Educație

Instituția	Data din z/ l / a	Data până la din zi/ l / a	Gradul sau diplomele obținute
Universitatea Tehnică a Moldovei Chișinău	2011	2014	Diploma de Master - Energie și Mediu
Universitatea Tehnică a Moldovei Chișinău	2006	2010	Diploma de Licență - Ingineria mediului
United Nations Academic Impact Collegian Research, Seoul, Coreea de Sud	August 2013		Participant la United Nations Academic Impact Collegian Research Paper, Seoul, Coreea de Sud, susținând articolul "Eco-Inovative solutions for revigorating the rural communities in the Black Sea Region", obținând premiul I
"Program de masterat comun BSUN în domeniul managementului surselor regenerabile de energie - ARGOS"	August 2012		Certificat de participare la Școala internațională de vară în domeniul surselor de energie regenerabilă, Constanța - România
Universitatea Tehnică din Norvegia	Februarie 2009		Certificat de participare la Festivalul Internațional Studențesc Trondheim, ISFiT 2009 (10 zile de participare) Subiect de discuție: „Copiii - vocea liniștită a societății”
UNDP Moldova / JILD	24.10. 2011	26.10. 2011	Certificat de participare la formarea formatorilor Cooperarea Intercomunitară

*Competențe lingvistice: indicați competența de la A1 (începător) la C2 (competent).*

Limba	Citire	Vorbire	Scriere
Româna		Limba maternă	
Rusa	C1	B1	B2
Engleza	C1	B1	B2

<b>Membru al organizațiilor profesionale:</b>	N/A
<b>Alte abilități</b>	<ul style="list-style-type: none"> <li>▪ Computer / Microsoft Office, Internet explorer, Outlook, AutoCad,</li> <li>▪ capacitatea de a combina și evalua date, cunoștințe despre statistici și software de analiză a datelor</li> </ul>
<b>Poziția actuală</b>	manager
<b>Ani în cadrul firmei</b>	5
<b>Calificări cheie (relevant pentru proiect)</b>	<ul style="list-style-type: none"> <li>▪ experiență în domeniul elaborării/ implementării proiectelor de cooperare transfrontalieră cu finanțare europeană;</li> <li>▪ experiență în elaborarea rapoartelor tehnice și financiare pentru proiecte UE;</li> <li>▪ experiență în elaborare studii de fezabilitate în domeniul gestionării deșeurilor, aprovizionării cu apă și canalizare, infrastructurii de alimentare cu energie termică</li> </ul>

### Experiență specifică în regiune:

Țara	Data: de la (luna / an)	Data: pina la (luna /an)
Moldova	2011– prezent	2012

## Experiența profesională

Data: de la (z/l/a)	Data: pina la (z/l /a)	Zile lucrătoare efective	Locație	Compania	Poziția	Descriere
2020	present	Part time	Chișinău, Moldova	Proiect RMCO/4.3/1 Beneficiar: Serviciul Vamal al Republicii Moldova	consultant	<ul style="list-style-type: none"> <li>Asistență în pregătirea Rapoartelor Narative și financiare, <b>Raportului Intermediar și monitorizare în cadrul proiectului RMCO/4.3/1 „Reabilitarea și Modernizarea Birourilor Vamale de la frontiera moldo - română, respectiv posturile vamale Albița - Leușeni, Sculeni – Sculeni și Giurgiulești – Giurgiulești”</b>. <b>Beneficiar: Serviciul Vamal al Republicii Moldova</b></li> </ul>
Octombrie 2015	present	Part time	Chișinău, Moldova	AVENSA ASISSTANCE SRL	expert tehnic	<ul style="list-style-type: none"> <li>Servicii de elaborare a planului de amenajare a râului Durlești, orașul Durlești actualizat la situația actuală după finalizarea lucrărilor de construcție în cadrul proiectului <b>"Eco-orășe - o viziune comună în zona transfrontalieră"</b>. Beneficiar: Primăria Durlești;</li> <li>Asistență în pregătirea <b>Rapoartelor Narative, Raportului final și monitorizare</b> în cadrul proiectului <b>MIS-ETC 988 IMPEFO - îmbunătățirea cooperării transfrontaliere între Republica Moldova și România privind produsele petroliere și alimentare</b>. Beneficiar: Serviciul Vamal al Republicii Moldova</li> <li>Servicii de consultanță pentru elaborarea Studiului de Fezabilitate <b>LSP EPPO Act. 1.1." Conceptul de creare a unui Centru de Gestionare a Deșeurilor Periculoase "</b>, beneficiar: Oficiul pentru prevenirea poluării mediului în cadrul Ministerului Mediului al Republicii Moldova</li> <li><b>Elaborare a 3 studii de fezabilitate - SF</b> (descriere partea tehnica, elaborare scheme rețele, deviz tehnic) în domeniul cultural si Conservarea patrimoniul cultural</li> </ul>
03.2017-	04.2017	Part time	Dubăsari, Criuleni Moldova	GIZ, Moldova, Avensa Consulting SRL	expert tehnic	Elaborarea Strategiei Dezvoltare Socio-Economica, capitolul Aprovizionare cu Apa și Sanitație (AAS) pentru raioanele Dubăsari și Criuleni și a Planurilor de Dezvoltare a AAS pentru comunitățile rurale.
Iulie 2010-	Octombrie 2015		Chișinău, Moldova	IM AVENSA CONSULTING SRL	Inginer proiectant	<ul style="list-style-type: none"> <li><b>Completarea formularelor de note conceptuale și cereri de finanțare pentru programele naționale, transfrontaliere și internaționale;</b></li> <li><b>Elaborare A 7 studii de fezabilitate</b> (descriere partea tehnică, elaborare scheme rețele, deviz tehnic, evaluarea datelor, cunoașterea software-ului statistic și de analiză a datelor) în domenii precum: patrimoniului istorico-cultural, valorificarea potențialului turistic, transmiterea dreptului de folosință asupra sectorului de subsol pentru extragerea apei minerale curative de importanță națională, dezvoltarea infrastructurii termoelectrice pe biomasă în raionul Leova, agremjent, agrigultura, s.a.</li> <li><b>Elaborare Master Plan</b> (descriere partea tehnica, deviz tehnic): „Asigurarea cu apă a localităților din raionul Edineț”, beneficiar: <i>Consiliul Raional Edineț</i></li> </ul>

						<ul style="list-style-type: none"> <li>▪ <b>Elaborare Plan de afaceri</b> (descriere partea tehnica, deviz tehnic): “Dezvoltarea firmei în domeniul apiculturii și organizarea producerii conexe acestuia cu utilizarea resurselor regenerabile de energie”, beneficiar: „Maribor SRL”</li> <li>▪ <b>Elaborare strategii de dezvoltare</b> <ul style="list-style-type: none"> <li>- 2013-2015: Agenda Strategică de dezvoltarea a zonei centru a orașului Balti pentru anii 2015-2020, elaborata in cadrul proiectului “Strategic Territorial Agendas for "Small and Middle-Sized Towns" Urban Systems”, finantat de SE Transnational Cooperation Program.;</li> <li>- 2011: Strategia de dezvoltare a satului Birnova, raionul Ocnita</li> </ul> </li> <li>▪ Asistență în <b>elaborarea Rapoartelor Narative și monitorizare</b> în cadrul proiectului “Strategic Territorial Agendas for "Small and Middle-Sized Towns" Urban Systems”, finantat de SE Transnational Cooperation Program., beneficiar: primăria mun. Bălți</li> </ul>
02/2014 -	03/2014	Part time	Moldova, Ungheni și Chișinău	AR Business Travel SA Evenimente & Incentives,C/ Isla de Hierro 7, 28703 San Sebastian de Los Reyes, Madrid, Spain	backstopping	<p><i>EuropeAid/132466/C/SER/ Multi proiect de asistență tehnică a Programului “Cooperarea Teritorială a Parteneriatului Estic”.</i></p> <ul style="list-style-type: none"> <li>▪ Asistență în organizarea a 9 training-uri locale și seminare – de informare in regiunile Moldoveia.</li> <li>▪ Sprijinul local pentru logistica pentru Modulul B2, Programul TC Moldova-Ucraina a inclus: Organizarea celor 3 Forumuri de Parteneriat din Republica Moldova, organizarea deplasările participanților din Moldova la cele 3 Forumuri de Parteneriat din Ucraina</li> </ul>
August – octombrie 2010/	noiembrie – februarie 2011	Part time	Moldova	Proiectul “Sprijinirea administrațiilor locale țintă pentru întărirea capacității acestora de a planifica, bugeta, implementa, monitoriza și evalua într-o manieră eficientă”, realizat cu sprijinul financiar PNUD	Expert local junior	Evaluarea capacităților pentru 56 APL din regiunea de Nord, elaborarea <b>Rapoartelor de evaluare a capacității APL-urilor</b> , elaborarea planurilor de dezvoltare a capacităților și finanțarea proiectelor mici conform planurilor elaborate ( <b>inclusiv evaluarea datelor, cunoașterea software-ului statistic și de analiză a datelor</b> )

Seria E Nr. 001487 \*



REPUBLICA MOLDOVA  
MINISTERUL ȘTIINȚEI ȘI ÎNVĂȚĂMÎNTULUI

Academia de Studii  
Economice din Moldova  
facultatea de Contabilitate  
și informatică de gestiune



# DIPLOMĂ

În baza hotărârii Comisiei pentru examenul de diplomă

din 15 iunie anul 1993  
Scobiola Veaceslav Teodozie  
născut \_\_\_\_\_ în anul 1965, luna august, ziua 18  
în localitatea de Chisinau, raionul \_\_\_\_\_  
a obținut DIPLOMA DE \_\_\_\_\_ economist \_\_\_\_\_

specializarea contabilitate, control și analiza  
activității economice  
cu media generală 8,2 (opt și doi)



Rector V. Căcișcu  
Decan \_\_\_\_\_  
Președintele comisiei \_\_\_\_\_

Nr. 26 Data eliberării: anul 1993, luna iunie, ziua 28 Scriitura titularului \_\_\_\_\_



Ref. B.1



# APMG International

THIS IS TO CERTIFY THAT

**Veaceslav Scobioala**

HAS PASSED THE

## **AgilePM® Agile Project Management Foundation Examination**

EFFECTIVE DATE

**10 April 2019**

EXPIRY DATE

N/A

REGISTRATION NUMBER

**2000868293**

CERTIFICATE NUMBER

**04274437-01-LRWV**

**Nick Houlton**  
Chief Operating Officer



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Ref. B2



# APMG International

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**Veaceslav Scobioala**

HAS PASSED THE

## **AgilePM® Agile Project Management Practitioner Examination**

MEETING STANDARDS to APMG/QMS/Registered  
Practitioner Certification as stated in the APMG Quality  
Management System.

EFFECTIVE DATE

**23 May 2019**

EXPIRY DATE

**22 May 2024**

REGISTRATION NUMBER

**2000877451**

CERTIFICATE NUMBER

**04281070-01-B2D6**

*Nick Houlton*

**Nick Houlton  
Chief Operating Officer**



0126



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Ref. C



INTERNATIONAL LABOUR ORGANISATION  
INTERNATIONAL TRAINING CENTRE  
TURIN

# DIPLOMA

**Mr. Veaceslav SCOBIOALA**

HAS SUCCESSFULLY ATTENDED A TRAINING PROGRAMME ON:

*The Management of Technical Cooperation Projects*

FROM 14 April 1997

TO 25 April 1997

A handwritten signature in black ink, appearing to be 'J. ...', positioned above the title of the Director of the Centre.

DIRECTOR OF THE CENTRE



DIPLOMA NUMBER ..... A4-0875/007/97

TURIN, ..... 25 April, 1997 .....

Ref. D

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Project Management**

Effective from **28 Mar 2019**

Expiry date **N/A**

Certificate number **GR656078200VS**

Candidate number **9980078526035368**



Mark Basham, CEO, AXELOS

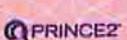
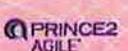
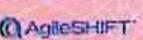


Panoraia Theleriti, Certification Qualifier, PeopleCert

**PRINCE2 2017 Version**

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# Certificate of Attendance

*is hereby granted to:*

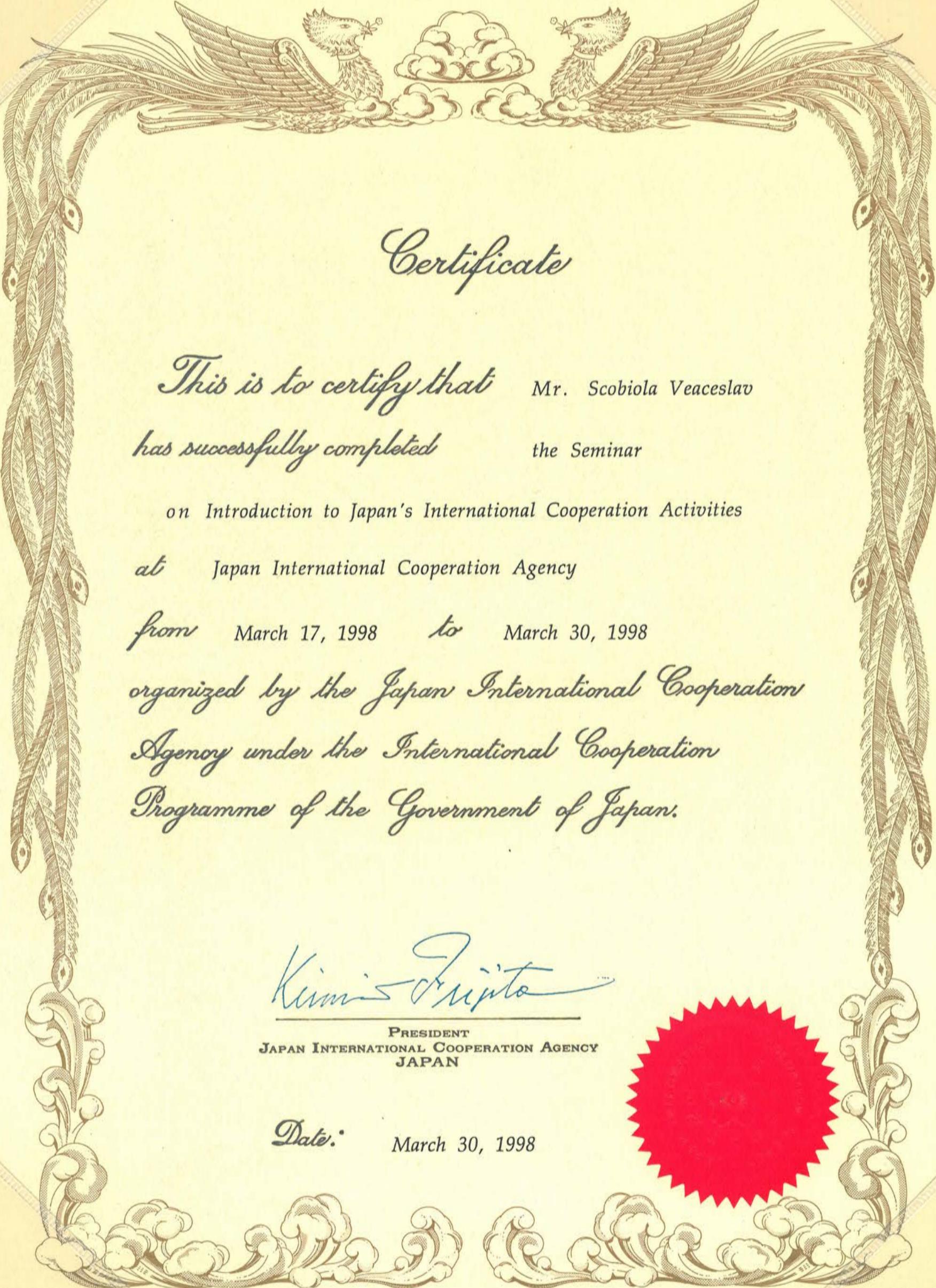
*Scobioala Veaceslav*

*for the Monitoring Seminar in Kiev (29-30 May 2004), organized in  
the Framework of  
Monitoring System for the Implementation of Development  
Projects financed by the European  
Community LOT 1 Contract N°  
01-0201*

*Granted on 30 May 2004 In Kiev*

*Etienne Matton (Project Director) & Marian Murawa (Core Team Leader)*

*DoS.E*



*Certificate*

*This is to certify that* Mr. Scobiola Veaceslav  
*has successfully completed* the Seminar

on Introduction to Japan's International Cooperation Activities

at Japan International Cooperation Agency

from March 17, 1998 to March 30, 1998

organized by the Japan International Cooperation  
Agency under the International Cooperation  
Programme of the Government of Japan.

*Kimio Fujita*

PRESIDENT  
JAPAN INTERNATIONAL COOPERATION AGENCY  
JAPAN

Date: March 30, 1998



MINISTERUL MUNCII,  
FAMILIEI, PROTECȚIEI SOCIALE  
ȘI PERSOANELOR VÂRSTNICE

ROMÂNIA



MINISTERUL  
EDUCAȚIEI NAȚIONALE

SERIA I N<sup>o</sup> 00034346

TS

# CERTIFICAT DE ABSOLVIRE

DI/D-na **MACOVEI FLORENTINA**  
C.N.P. **2840229070011** născut(ă) în anul **1984** luna **februarie**  
ziua **29** în localitatea **Botoșani** județul/sectorul **Botoșani**  
fiul (fiica) lui **Constantin** și al (a) **Maria**  
a participat în perioada **07-10 martie 2013** la programul de inițiere / perfecționare /  
specializare cu durata de **30** ore, pentru ocupația (competențe comune)  
**EVALUATOR PROIECTE** cod COR **241263**  
organizat de **S.C. CONSTRAIN S.R.L.** cu sediul în localitatea **București**  
județul ..... înmatriculat în Registrul național al furnizorilor de formare  
profesională a adulților cu nr. **40/582/29.01.2013** și a promovat examenul de  
absolvire în anul **2013** luna **03** ziua **10** cu nota/calificativul **9,50**

Prezentul certificat se eliberează în conformitate cu prevederile O.G. nr. 129/2000,  
republicată și este însoțit de suplimentul descriptiv al certificatului.



DIRECTOR  
*[Signature]*

Secretar  
*[Signature]*

PREȘEDINTE  
*[Signature]*

Nr. ....**19**..... Data eliberării: anul **2013** luna .....**03**..... ziua **13**...

ROMÂNIA



## SUPLIMENT DESCRIPTIV AL CERTIFICATULUI

### 1. Certificatul

Tipul ..... **DE ABSOLVIRE** ..... seria ..... **I** ..... nr. **00034346**  
calificarea/ocupația<sup>1)</sup> ..... **EVALUATOR PROIECTE** ..... cod COR ..... **241263**  
cod Nomenclator / cod Registrul național al calificărilor profesionale din România ..... - .....

### 2. Autoritățile naționale responsabile

**MINISTERUL MUNCII,  
FAMILIEI, PROTECȚIEI SOCIALE  
ȘI PERSOANELOR VÂRSTNICE**

**AUTORITATEA NAȚIONALĂ  
PENTRU CALIFICĂRI**

**MINISTERUL  
EDUCAȚIEI NAȚIONALE**

### 3. Denumirea furnizorului de formare profesională care a eliberat certificatul

**S.C. CONSTRAIN S.R.L.**

Nr. de înmatriculare în Registrul național al furnizorilor de formare profesională a adulților ..... **40/582/29.01.2013** .....

### 4. Nivelul de calificare certificat

-

### 5. Sistemul de evaluare

note: ..... **9,50** ..... calitative ..... - .....

### 6. Baza legală pentru eliberarea certificatului

**OG 129 / 2000**

### 7. Nivelul studiilor pentru accesul la programul de formare profesională

**STUDII SUPERIOARE**

### 8. Tipul de program de formare profesională

**SPECIALIZARE**

Durata (ore) ..... total: ..... **30** .....  
din care: ..... pregătire teoretică ..... **15** .....  
..... pregătire practică ..... **15** .....

Notă:  
Acest document nu este un act oficial de calificare.

<sup>1)</sup> Se va completa *calificarea* pentru certificatele de calificare și *ocupația* pentru certificatul de absolvire.



Seria A1 Nr. 0111772

ROMÂNIA  
MINISTERUL EDUCAȚIEI, CERCETĂRII ȘI TINERETULUI



DIPLOMĂ  
DE  
LICENȚĂ

T.S.



Universitatea "Alexandru Ioan Cuza" din Iași

pe baza promovării examenului de licență din sesiunea **Iunie**  
anul **2007**, la propunerea

**Facultății de Drept**  
conferă

**NIȚĂ C. FLORENTINA**

D. ....  
născut.. în anul **1984**, luna **februarie**, ziua **29**

în localitatea **Botoșani**, județul **Botoșani**

țara **România**, absolvent... a...

**Universității "Alexandru Ioan Cuza" din Iași, Facultatea de Drept**

TITLUL de **Licențiat în Drept**

în domeniul **Drept**

specializarea **Drept**

Durata studiilor: **4** ani.

Titularului acestei diplome i se acordă toate drepturile legale.



L.S.

SECRETAR ȘEF,

DECAN,

Nr. **3697** din **14.01.2010**

Diploma este însoțită de suplimentul la diplomă.  
Rezultatele obținute la examenul de licență sunt înscrise pe verso.

## REZULTATELE EXAMENULUI DE LICENȚĂ

Nr. crt.	PROBA	NOTA	Nr. credite
1.	<b>Cunoștințe fundamentale și de specialitate</b>  Instituții fundamentale în drept privat și public	8.80(opt 80%)  (în cifre și litere)	
2.	<b>Lucrarea de licență</b>	8.80(opt 80%)  (în cifre și litere)	
<b>Media examenului de licență</b>		8.80(opt 80%)  (în cifre și litere)	5

DECAN,

SECRETAR ȘEF  
FACULTATE,

Media examenului de licență se calculează ca medie aritmetică a notelor celor două probe, cu două zecimale, fără rotunjire

În cazul în care proba 1 cuprinde mai multe verificări, se va trece media aritmetică a verificărilor respective

Rubrica "Nr. credite" se completează numai dacă este cazul, iar corespondența dintre note și credite se stabilește în conformitate cu reglementările fiecărei instituții de învățământ superior

ROMÂNIA

MINISTERUL MUNCII,  
SOLIDARITĂȚII SOCIALE  
ȘI FAMILIEI



MINISTERUL EDUCAȚIEI,  
CERCETĂRII ȘI TINERETULUI

SERIA B NO 0050012

# CERTIFICAT DE ABSOLVIRE

DI/D-na **MACOVEI FLORENTINA**

C.N.P. **2840229070011** născut(ă) în anul **1984** luna **FEBRUARIE**  
 ziua **29** în localitatea **BOTOȘANI** județul/sectorul **BOTOȘANI**  
 fiul(fiica) lui **CONSTANTIN** și al(a) **MARIA**  
 a participat în perioada **20.06.2008 - 31.07.2008** la programul de inițiere/perfecționare/  
 specializare cu durata de **220** ore, pentru ocupația (competențe comune)  
**MANAGER PROIECT** cod COR **241919**  
 organizat de **ASOCIAȚIA PENTRU INTEGRARE ȘI DEZVOLTARE COMUNITARĂ - INDECO** cu sediul în localitatea **IASI**  
 județul **IASI** înmatriculat în Registrul național al furnizorilor de  
 formare profesională a adulților cu nr. **22/395/2006** și a promovat examenul de  
 absolvire în anul **2008** luna **AUGUST** ziua **01** cu nota/calificativul **9,00 (bună)**

Prezentul certificat se eliberează în conformitate cu prevederile O.G. nr. 129/2000, republicată și este însoțit de suplimentul descriptiv al certificatului.



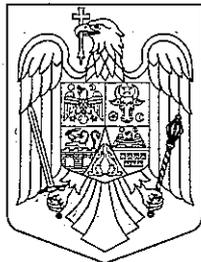
DIRECTOR

PREȘEDINTE

Secretar,

Nr. **87** Data eliberării: anul **2008** luna **AUGUST** ziua **04**

ROMÂNIA



## SUPLIMENT DESCRIPTIV AL CERTIFICATULUI

### 1. Certificatul

Tipul Absolvire seria B nr. 0050012  
calificarea/ocupatia<sup>1)</sup> MANAGER PROIECT cod COR 241919

### 2. Autoritățile naționale responsabile

MINISTERUL MUNCII,  
SOLIDARITĂȚII SOCIALE  
ȘI FAMILIEI

CONSILIUL NAȚIONAL DE  
FORMARE PROFESIONALĂ  
A ADULȚILOR

MINISTERUL EDUCAȚIEI,  
CERCETĂRII ȘI  
TINERETULUI

### 3. Denumirea furnizorului de formare profesională care a eliberat certificatul

ASOCIAȚIA PENTRU ÎNTEGRARE ȘI DEZVOLTARE COMUNITARĂ - INDECO  
Nr. de înmatriculare în Registrul național al furnizorilor de formare profesională a adulților 22/395/2006

### 4. Nivelul de calificare certificat

### 5. Sistemul de evaluare

note: 900 calitative: \_\_\_\_\_

### 6. Baza legală pentru eliberarea certificatului

O.G. 129/2000 republicată

### 7. Nivelul studiilor pentru accesul la programul de formare profesională

Mediu

### 8. Tipul de program de formare profesională

specializare  
Durata (ore) total: 220  
din care: pregătire teoretică \_\_\_\_\_

Notă:  
Acest document nu este un act oficial de calificare.

<sup>1)</sup> Se va completa calificarea pentru certificatele de calificare și ocupația pentru certificatul de absolvire.

### 9. Competențe profesionale dobândite

- Asigurarea respectării prevederilor contractuale ale proiectului
- Conducerea implementării proiectului
- Identificarea și analizarea riscurilor și precizarea acțiunilor de control al riscurilor pentru oameni, proprietăți și mediu
- Orientarea muncii echipelor și indivizilor pentru realizarea obiectivelor organizaționale
- Asigurarea resurselor operaționale pentru proiect
- Estimarea resurselor, identificarea surselor și elaborarea programelor pentru proiecte
- Precizarea cerințelor proiectului

DIRECTOR\*),

PREȘEDINTE\*\*),

LS



Secretar,

*[Handwritten signature]*

\*) Directorul furnizorului de formare.

\*\*) Președintele comisiei de examinare

## United Nations Academic Impact

In recognition of the demonstrated global vision, insights and academic rigor in their paper presented at the First UNAI Collegian Research Paper Competition and Global Development Conference, and in light of our special priority for global engagement and transformation in pursuit of peace, development and human rights, United Nations Academic Impact and Korean Association in Support of UNAI hereby grant this award to

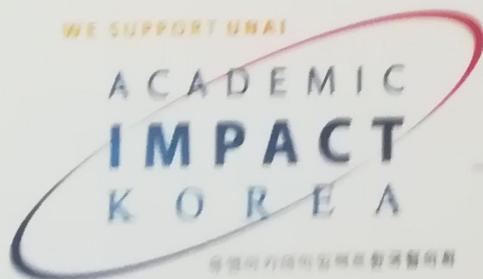
DAN IOACHIM, OLESEA CARABINOVICI, NYKYTA SHUMSKYKH  
OF BLACK SEA UNIVERSITY NETWORK

# First Prize

*The First UNAI*

*Collegian Research Paper Competition & Global Development Conference 2013*

Dated: August 23, 2013



Young Gil Kim, Co-President  
Korean Association in Support of UN Academic Impact



Programme funded by the  
EUROPEAN UNION



"BSUN Joint Master Degree Study Program on the Management of Renewable Energy Sources - ARGOSS"  
Contract no. 1.2.1.20094.127 400-270 270, no.4002008.04.2011  
Project financed by the European Union  
Beneficiary "Ovidius" University of Constanta  
Address: 724, Mamaia Avenue,  
Phone/Fax: 40241545100  
E-mail: [argo@uni-ovidius.ro](mailto:argo@uni-ovidius.ro)



# CERTIFICATE

*This is to certify that*

Carabinovici Olesea

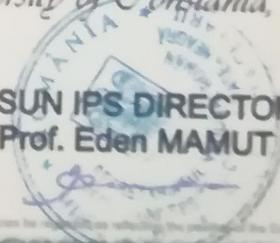
*has attended the International Summer School on*

*Advanced Concepts and Perspectives on the Management of Renewable Energy Sources*

*that was held in Constanta between 15 and 25 of August 2012 at "Ovidius" University of Constanta, Romania.*



BSUN IPS DIRECTOR  
Prof. Eden MAMUT



This document has been produced with the financial assistance of the European Union. The contents of this document are the sole responsibility of "Ovidius" University of Constanta and can under no circumstances be held responsible for any damage resulting from the use of the information contained therein.



JOINT INTEGRATED LOCAL DEVELOPMENT PROGRAMME

# CERTIFICATE

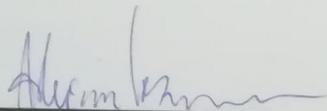
This is to certify that

**CARABINOVICI OLESEA**

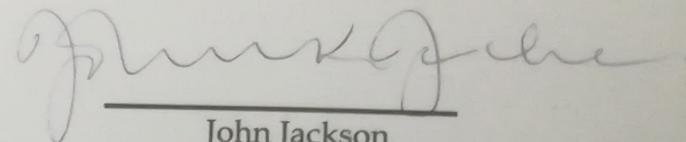
has successfully completed the training of trainers course in

**INTER-MUNICIPAL COOPERATION**

24-26 October 2011, Chisinau



Adrian Ionescu  
Chief Technical Adviser, UNDP/ JILD



John Jackson  
International IMC Trainer

# Participation Certificate

This is to certify that *Carabinovici O.* has participated at ISFiT 2009 – Building a Future, held in Trondheim, Norway between February 20th and March 1st 2009. The participant was chosen among 4300 other applicants, and was a part of workshop:

*Children—the silent voices in society*

ISFiT is the world's largest thematic student festival with approximately 400 students participating from over 100 countries.

ISFiT is a meeting place for discussion, dialogue and debates.

It is an arena where ideas are born, attitudes are changed and networks are established. The theme for ISFiT 2009 was peacebuilding.

ISFiT highlighted the theme in various ways; through workshops, cultural events and plenary sessions. Among the speakers at ISFiT 2009 were Archbishop Desmond Tutu, Dr. Shirin Ebadi, Mrs. Betty Williams and Dr. Hans Blix. The participant's contribution to the festival is deeply appreciated.



Handwritten signature of Trygve Thorson in black ink.

Trygve Thorson  
President, ISFiT 2009

Handwritten signature of Pål Ranheim in black ink.

Pål Ranheim  
Head of Theme, ISFiT 2009

REPUBLICA MOLDOVA

MINISTERUL EDUCAȚIEI

DIPLOMĂ

DE MASTER  
ÎNVAȚĂMÎNT SUPERIOR

În baza hotărârii Comisiei de evaluare

din 25 ianuarie 2013

CARABINOVICI OLESEA

numărul de identificare 2003032078267

înmătriculată la masterat în anul 2011, în baza

diplomei seria ALII nr. 000045171, absolventă

a Universității Tehnice a Moldovei

a obținut titlul de master în **Inginerie și activități inginerești**

specializarea ~~Energie și mediu~~

cu media generală de 7,71 (șapte,71)



Președinte  
al Comisiei  
Rector  
Desan  
Negura Călin  
Bostan Ion  
Stratan Ion

Eliberată la 02.04.2013



Nr. de înregistrare 613630529880 Semnătura titularului

Identificarea documentului poate fi efectuată accesînd pagina web: acte.edu.md

REPUBLIC OF MOLDOVA

MINISTRY OF EDUCATION

DIPLOMA

OF MASTER  
HIGHER EDUCATION

According to the decision of the Assessment Commission

of 25 January 2013

CARABINOVICI OLESEA

personal code 2003032078267

admitted to master degree studies in 2011, on the basis of

diploma series ALII No. 000045171, graduate of

Technical University of Moldova

has been awarded the Master Degree in **Engineering and Engineering**

**Activities**

specialization **Energy and Environment**

with the average grade of 7,71 (seven,71)



Chairman  
Rector  
Dean  
Negura Călin  
Bostan Ion  
Stratan Ion

Issued on 02.04.2013

Registration No. 613630529880

Signature of Holder



AMC000005798

REPUBLICA MOLDOVA

MINISTERUL EDUCAȚIEI

DIPLOMĂ

DE LICENȚĂ

INVATAMINT SUPERIOR

În baza hotărârii Comisiei pentru examenul de licență  
din 22 iunie 2010

CARABINOVICI OLESEA

numărul de identificare 2003032078267

îmatriculată în anul 2006, absolventă

a Universității Tehnice a Moldovei,

a obținut titlul de Inginer licențiat

domeniul general de studii Arhitectură și construcții

domeniul de formare profesională Ingineria mediului

specialitatea Ingineria mediului

cu media: examenului de licență 10,00 (zece,00)

generală de licență 8,93 (opt,93)

Președintele  
al Comisiei

Dean

Eliberată la 14.07.2010



Nr. de înregistrare 510425732960

Semnătura titularului

*CarabinoVICI*

Identificarea documentului poate fi efectuată accesând pagina web: www.edu.gov.md

REPUBLIC OF MOLDOVA

MINISTRY OF EDUCATION

DIPLOMA

OF LICENTIATE

HIGHER EDUCATION

According to the decision of the Licence Examination Commission  
of 22 June 2010

CARABINOVICI OLESEA

personal code 2003032078267

admitted in 2006, graduate of

Technical University of Moldova,

has been awarded the degree of Licentiate Engineer

in the field of education Architecture and Constructions

field of training Environment Engineering

specialty Environment Engineering

Average grade: Licence examination 10,00 (ten,00)

General of the Licence 8,93 (eight,93)

University  
Chairman

Dean

Issued on 14.07.2010

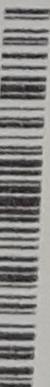
*CarabinoVICI*

Ion Dediu  
Ion Bostan  
Sergiu Calos

Registration No. 510425732960

Signature of Holder

*CarabinoVICI*



AL11000045171

REFERINTE / CONTRACTE \_  
VEACESLAV SCOBIOALA

Hamburg, 10.08.2020

To whom it may concern

This is to certify that Mr Veaceslav Scobioala was employed by **GFA Consulting Group GmbH** for the implementation of the following project:

**EU funded "Technical Assistance to the Sector Budget Support - Economic Stimulation in Rural Area – ESRA"**

**Start/End date of assignment:** January 2012 – May 2015  
**Location:** Moldova  
**Position Held:** Evaluation & Monitoring ST Senior Expert  
**Working days:** 207

**Description of Tasks/Activities:**

- Performance measurement/evaluation in line with EU/OECD evaluation criteria, including strategic assessment and impact evaluation of the EU Budget Support Programme 'Economic Stimulation in Rural Areas' (overall budget of MEUR 72.0, in such areas as Rural development regional development, SME support infrastructure and financial support tools for start-ups and existing businesses, VET (agriculture/rural economies), PFM, gender, public procurement, agriculture subsidy programmes and others;
- Coaching and ad hoc guidance provided for >100 programme stakeholders' staff on performance measurement techniques, programme management and sector policy monitoring and evaluation;
- Infrastructure Projects Impact assessment methodology developed, 3 practical/on-the-job training sessions on real projects (residual water treatment, road rehabilitation and integrated waste management) for Ministerial staff carried out; post-training mentoring and coaching ensured; guidance and recommendations on project monitoring methodology produced and delivered to the respective Programme partner;
- Practical recommendations on the improvement of the sector planning and implementation mechanisms monitoring provided

Mr Veaceslav Scobioala carried out his assignment to our full satisfaction.

GFA Consulting Group GmbH



Ulla Törnroos  
Department Director Financial Systems Development



**GFA**  
CONSULTING GROUP  
GFA Consulting Group GmbH  
Eulenkugstr. 82 · D-22359 Hamburg  
Tel.: +49 (0) 40 603 06-0

Rome, 17<sup>th</sup> July 2020

**TO WHOM IT MAY CONCERN**

This is to certify that **Mr Veaceslav Scobioala** was employed by AGT SpA (Formerly Agrotec SpA) for the implementation of the following project:

**EU-funded Technical Assistance for the Implementation of Sector Reform Contract (SRC): Moldova - "European Neighborhood Programme for Agriculture and Rural Development (ENPARD)"**

**Start/End date of assignment:** February 2017 – May 2018  
**Location:** Moldova  
**Position Held:** Senior Short-Term Expert - M&E Expert  
**Working days:** 67

**Description of Tasks/Activities:**

- Comprehensive programme evaluation reporting templates and a methodologic approach tailored in line with EU evaluation requirements and adapted to enable local participation and facilitate a fast-track decision-making process developed;
- Three in-debt programme evaluation missions (including field visits) carried out, resulting with comprehensive reports, including programme metrics delivery status assessment and recommendations for improvement;
- On the job counselling and practical advice aiming to improve the agriculture and rural development subsidy programme Management Information System, particularly related to data collection, analysis, project M&E and reports generation;
- Provision of on-the-Job capacity building to ENPARD SRC key Programme partners, including, the Ministry of Agriculture, Rural Development and Environment; the Agency for Investment and Payments in Agriculture and the National Food Safety Agency;
- The report on Sector strategy analysis developed with a worked-out action plan for implementation improvement, monitoring and reporting;
- Two training workshops for 60 participants from key stakeholder organisations on programme and project cycle management, strategy analysis and metrics elaboration carried out;
- Over 100 staff from lead partner and affiliated implementation agency central/subsidiary offices on strategic planning, metrics elaboration, strategy implementation monitoring techniques and programme implementation coached and mentored.

Mr. Veaceslav Scobioala carried out his assignment to our full satisfaction.



Luca Del Monaco  
Project Director



**AGT**  
INTERNATIONAL  
Via Arcangelo Corelli 10 - 00198 Roma

Hamburg, 10.08.2020

To whom it may concern

This is to certify that Mr Veaceslav Scobioala was employed by **GFA Consulting Group GmbH** for the implementation of the following project:

**EU funded “Capacity Development Facility to support the implementation of sector programmes under the ENPI Annual Action Programmes for Belarus”**

**Start/End date of assignment:** March 2014 – January 2015

**Location:** Belarus

**Position Held:** International Development Aid Coordination Expert

**Working days:** 177

**Description of Tasks/Activities:**

- Training seminars in close cooperation with project lead partner organisation (NCU - National Coordinating Unit) on programming and project cycle management and national external aid implementation mechanisms carried out;
- Overall guidance and support provided in transposing 2014-2020 European Union decisions on external cooperation framework into the local operational environment;
- On the job staff training of the lead partner and key project stakeholders, on project cycle management, project identification/writing, Logical framework matrix, metrics identification, risk management, data management and communication (website, press releases, communication plan development etc.)
- Ad hoc counselling provided to the NCU on its strategic tasks and operational issues aiming at improving communication and coordination capacity at national and regional levels;
- Overall coordination of and guidance provided to short term experts dealing with the drafting of the Guidelines on the new EU financial planning framework for 2014-2020 and Dissemination of the project results;
- Concept of an interactive platform for international aid planning and coordination in Belarus, taking into account possible introduction of Development Assistance Database (DAD) aid effectiveness provided;
- Recommendations on improving the existing national monitoring system provided;

- The visibility action plan developed and its implementation ensured in line with the project progress;
- Sectorial-based training sessions on project identification techniques and log frame development provided.

Mr Veaceslav Scobioala carried out his assignment to our full satisfaction.



GFA Consulting Group GmbH



GFA Consulting Group GmbH

Eulenkrugstr. 82 - D-22359 Hamburg

Telefon +49 (0) 40 603 06-0

Ulla Tomlinson

Department Director Financial Systems Development

Hamburg, 10.08.2020

To whom it may concern

This is to certify that Mr Veaceslav Scobioala was employed by **GFA Consulting Group GmbH** for the implementation of the following project:

**EU-funded "Technical Assistance to the Implementation of the DCFTA in the Republic of Moldova"**

**Start/End date of assignment:** September 2015 – February 2018

**Location:** Moldova

**Position Held:** Senior M&E Short-Term Expert

**Working days:** 90

**Description of Tasks/Activities:**

- Comprehensive programme evaluation templates developed and a methodologic approach tailored in line with EU evaluation requirements and adapted to enable local participation and facilitate a fast-track decision making process;
- Six in-debt programme evaluation missions (including field visits) carried out; comprehensive reports developed, including programme metrics delivery status of play assessment and recommendations for improvement.
- Agencies coached, mentored and ad hoc advice provided on programme delivery metrics monitoring & reporting, institutional strategic development planning & metrics identification and reporting.

Mr Veaceslav Scobioala carried out his assignment to our full satisfaction.



GFA Consulting Group GmbH

Ulla Törnroos

Department Director Financial Systems Development

**GFA**  
CONSULTING GROUP  
GFA Consulting Group GmbH  
Eulenkugstr. 82 · D-22359 Hamburg  
Tel.: +49 (0) 40 603 06-0



*Business Consulting Services  
IBM Global Services*

*sa IBM Belgium nv  
Woluwe Garden  
Woluwedal 22  
B-1932 Sint-Stevens-Woluwe*

**TO WHOM IT MAY CONCERN**

I, the undersigned, Etienne Matton from IBM S.A., with registered office located at the Avenue du Bourget 42 in 1130 Brussels confirm that Mr Veaceslav Scobioala worked to our full satisfaction from November 2003 to December 2004 as Senior Expert in the framework of the project "Monitoring system of the Implementation of Projects and Programmes of External Assistance financed by the European Community, lot 1 (Tacis and the Balkans)" financed by the European Commission.

I am pleased to recommend him for any suitable position.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Etienne Matton', is written over a blue horizontal line. The signature is stylized and extends downwards and to the right.

Etienne Matton

5 December 2004

Att:

EU Delegation to Moldova  
Finance, Contracts and Audits Section  
Mrs Agata STASIAK,  
12, Kogalniceanu Street  
MD-2001 Chisinau, REPUBLIC OF MOLDOVA

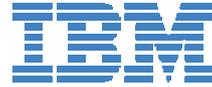
Dear Sir/Madam,

I, the undersigned, Etienne Matton, acting as Associate Partner Public Sector Global Business Services of IBM Business Consulting Services of Brussels, Belgium during the period 2002 -2017, certify that Mr Veaceslav Scobioala was enrolled by IBM Business Consulting Services of Brussels, Belgium as a senior monitoring expert (including internship from November till December 2003) in a pool of local and regional monitoring experts during November 2003 – December 2004 in the framework of the project “Monitoring system of the implementation of Projects of External Assistance financed by the European Community, Lot 1 (Takis and Balkans)” financed by the European Commission. Mr Veaceslav Scobioala has worked as a senior regional ROM expert for Tasis region from January 2004 till December 2004 for a total of 220 working days.



Etienne Matton

05 November 2019



Brussels, 3<sup>rd</sup> of March 2014

To whom it may concern

**IBM Belgium sprl/bvba**  
Siège de Bruxelles - Zetel Brussel  
Avenue du Bourget 42 Bourgetlaan  
B-1130 Bruxelles/Brussel  
Belgium  
Tel: +32 2 339 21 11  
Fax: +32 2 339 34 78

**Subject: Service Contract for a Results Oriented Monitoring system of the Implementation of Projects and Programmes of external aid financed by the European Union in the countries covered by the European Neighbourhood and Partnership Instrument for cooperation**

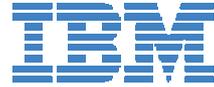
Dear Sir / Madam,

Please be informed that our Consortium is in charge of monitoring of the programmes and projects financed by the European Union in the countries concerned by the European Neighbourhood and Partnership Instrument for cooperation. Within this framework our consortium undertakes specific short term monitoring missions with short term experts whose CV has been previously approved by the European Commission.

I hereby confirm that **Mr. Veaceslav SCOBIOALA** has participated as short term monitoring expert in the framework of the following EU projects:

Project Title	Contract No.	Country or Region	Visit Start Date	Visit End Date
Promotion of Sustainable Development Strategies in the Renewable Energy Technologies Sector through Piloting of Demonstration Projects Based on Usage of Solar Energy and Agricultural Wastes	219911	MOLDOVA, REPUBLIC OF	30/05/2011	03/06/2011
Technical Assistance related to the Health Sector Budget Support	228860	MOLDOVA, REPUBLIC OF	23/05/2011	01/06/2011
Promoting Development of Sustainable Energy in Azerbaijan	254973	AZERBAIJAN	26/10/2011	04/11/2011
Fixed and Mobile Communication Network for the Border Guard Service, Ungheni to Giurgiulesti.	210609	MOLDOVA, REPUBLIC OF	03/10/2011	14/10/2011
Enhancing effectiveness and efficiency of social protection through improvement of the analytical and forecasting capacities of the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan	243521	AZERBAIJAN	26/10/2011	04/11/2011
Support to the Regional Development Agency (RDA) of the Autonomous Republic of Crimea (ARC)	245022	UKRAINE	21/11/2011	02/12/2011
Strengthening institutional capacity of the Ministry of Housing and Municipal Economy of Ukraine to streamline the water services management at municipal level	223674	UKRAINE	21/11/2011	02/12/2011
Support to the implementation of the agreements between the Republic of Moldova and the EU	162257	MOLDOVA, REPUBLIC OF	03/10/2011	14/10/2011
Strengthening Public Financial Management in the Republic of Moldova	277999	MOLDOVA, REPUBLIC OF	24/09/2012	05/10/2012
TA for the implementation of Sector Policy Support Programme in the Water Sector	270593	MOLDOVA, REPUBLIC OF	24/09/2012	05/10/2012

Siège social / Maatschappelijke zetel :  
Avenue du Bourget 42 Bourgetlaan  
B-1130 Bruxelles/Brussel  
N° d'entreprise / Ondernemingsnr :  
TVA / BTW BE 0405 912 336  
RPM Bruxelles / RPR Brussel  
Compte bancaire / Bankrekening: 210-0095859-75  
Tel: +32 2 339 21 11  
Fax: +32 2 339 34 78  
ibm.com/be



Energy Saving Initiative in the Building Sector in the Eastern European and Central Asian countries (ESIB)	216206	KAZAKHSTAN	30/07/2012	06/08/2012
Energy Saving Initiative in the Building Sector in the Eastern European and Central Asian countries (ESIB)	216206	KYRGYZSTAN	23/07/2012	10/08/2012
Energy Saving Initiative in the Building Sector in the Eastern European and Central Asian countries (ESIB)	216206	UZBEKISTAN	23/07/2012	10/08/2012
Support to the Public Procurement System in the Republic of Moldova	250869	MOLDOVA, REPUBLIC OF	30/09/2013	18/10/2013
Better managing the mobility of health professionals in the Republic of Moldova	270558	MOLDOVA, REPUBLIC OF	25/03/2013	05/04/2013
Support to Moldova in the field of norms and standards in food safety for plant origin products	290816	MOLDOVA, REPUBLIC OF	25/03/2013	05/04/2013
Curriculum Invoking Bologna-Aligned Education Leading to Reform in Environmental Studies (CIBELES) (Tempus)	511172	GEORGIA	27/05/2013	31/05/2013
Moldova Energy and Biomass project	258556	MOLDOVA, REPUBLIC OF	30/09/2013	18/10/2013
Moldovan Residential Energy Efficiency Financing Facility (MoREEFF)	280303	MOLDOVA, REPUBLIC OF	30/09/2013	18/10/2013
IMPEFO - IMprovement of cross - border cooperation between Moldova and Romania on PETroleum and Food Products	988	Romania / Ukraine / Moldova	11/11/2013	22/11/2013
Interconnection Gas Pipeline between the Natural Gas Transmission System of Romania and the Natural Gas Transmission System of the Republic of Moldova on the Iasi (Romania), Ungheni (Moldova) Direction	993	Romania / Ukraine / Moldova	11/11/2013	22/11/2013

Sincerely yours,

Etienne Matton  
Project Director  
Tel. +32 2 339 75 19  
Fax + 32 2 339 50 99  
Mobile + 32 475 97 94 85  
e-mail [etienne.matton@be.ibm.com](mailto:etienne.matton@be.ibm.com)



INTEGRATION GmbH · Wiesenstr. 5 · D-60385 Frankfurt/Main

## To whom it may concern

Frankfurt am Main, 13 August 2020

### Certificate of Employment

This is to certify that Mr Veaceslav Scobioala was employed by **INTEGRATION** for the implementation of the following EU projects:

#### "Results Oriented Monitoring for the European Neighbourhood and Partnership Countries"

**Start/End date of assignment:** November 2007 – December 2010  
**Place of performance:** ENPI countries (Moldova, Ukraine, Belarus, Jordan, Egypt) and Romania  
**Position Held:** Long Term Technical Specialist  
**Working days:** 680

#### Description of Tasks/Activities:

- Result-based monitoring/end-project assessment (including ex-post assessment) of the EC-funded TA programmes & projects in the sectors, but not limited to Public Administration Reform and good governance, institutional strengthening, Human rights, regional/local development, business environment improvement, export promotion/investment attraction, legal approximation, anti-corruption/money laundering and fighting terrorism, anti-drug, energy/EE/ RES, institutional development/capacity building;
- Provision of hands-on advice and sector-specific expertise to improve the project performance and more effective and efficient use of available inputs through participation as an observer and resource specialist at Project Steering Committees, planned and return monitoring visits;
- Provision on-demand support through coaching and training to consolidate the national counterparts project and programme cycle management capacities, based on robust monitoring mechanisms and reliable monitoring data;
- On-demand development of sector specific and/or country profile analytical notes, and reports to include the lessons learned aiming to promote the best practice examples and learning from critical experience in project and programme implementation.

**"Results Oriented Monitoring for the Tacis and Cards Countries"**

**Start/End date of assignment:** December 2004 – October 2007  
**Place of performance:** Tacis/Balkan countries (Moldova, Ukraine, Belarus) and Romania  
**Position Held:** Long Term Technical Specialist  
**Working days:** 640

**Description of Tasks/Activities:**

- Result-based monitoring / end-project assessment (including ex-post assessment) of the EC-funded TA programmes & projects in the sectors, but not limited to Public Administration Reform and good governance, institutional strengthening, Human rights, regional/local development, business environment improvement, export promotion/investment attraction, legal approximation, anti-corruption/money laundering and fighting terrorism, anti-drug, energy/EE/RES, institutional development/capacity building;
- Provision of hands-on advice and sector-specific expertise to improve the project performance and more effective and efficient use of available inputs particularly through participation as an observer and resource specialist at Project Steering Committees, planned and return field monitoring missions;
- Provision on-demand support through coaching and training to consolidate the national counterparts project and programme cycle management capacities, based on robust monitoring mechanisms and reliable monitoring data.

Mr. Veaceslav Scobioala carried out his assignments to our full satisfaction.



Christian Beckert  
Managing Director  
INTEGRATION



**Ministerul Economiei  
și Infrastructurii  
al Republicii Moldova**

nr. 05/3 - 4985

13. 08. 2020

**Dlui Veaceslav SCOBIOALĂ**  
MD-2028, mun. Chișinău  
str. Miorița 9/1, ap.60

Stimate domnule Scobioală,

Cu referire la solicitarea din 07.08.2020 transmitem în anexă certificatul de confirmare a activității în cadrul Ministerului Economiei al Republicii Moldova în perioada 01.11.1995-10.12.2003, cu indicarea tuturor funcțiilor deținute pe parcurs.

Anexă: 1 filă.

Cu respect,

**Secretar general al ministerului**

**Lilia PALII**

*Ex. V. Gorschi.*  
tel. 022 250 658



**Ministerul Economiei  
și Infrastructurii  
al Republicii Moldova**

**CERTIFICAT**

**de confirmare a vechimii în muncă a dlui Veaceslav Scobioală  
în cadrul Ministerului Economiei al Republicii Moldova  
și Ministerului Economiei și Reformelor al Republicii Moldova**

Prin prezentul se confirmă că dl Veaceslav Scobioală a activat în cadrul Ministerului Economiei al Republicii Moldova și Ministerului Economiei și Reformelor al Republicii Moldova în perioada 01.11.1995-10.12.2003, după cum urmează:

În corespundere cu ordinul nr. 255 din 10.11.1995 "Cu privire la personal", din data de 01.11.1995 a fost numit în funcția de șef al grupului de lucru, adjunct al șefului Direcției principale Atragere și coordonare a asistenței tehnice în cadrul Departamentului relații economice externe al Ministerului Economiei, cu termen de încercare de trei luni.

Potrivit ordinului nr. 94 din 01.04.1997 "Cu privire la personal", în legătură cu reorganizarea Ministerului Economiei al Republicii Moldova în Ministerului Economiei și Reformelor al Republicii Moldova și în conformitate cu Hotărârea Guvernului Republicii Moldova nr. 276 din 24.03.1997 "Cu privire la structura și personalul scriptic ale aparatului central al Ministerului Economiei și Reformelor al Republicii Moldova", la 01.04.1997 a fost transferat în funcție de adjunct al șefului Direcției principale Asistența economică externă și ajutorul umanitar în cadrul Departamentului relații economice externe.

Conform ordinului nr. 322 din 29.10.1997 "Cu privire la personal", la 31.10.1997 a fost transferat în funcția de șef interimar al Direcției principale Asistența tehnică și ajutor umanitar.

În corespundere cu ordinul nr. 223 din 21.09.1998 "Cu privire la personal", în conformitate cu Hotărârea Guvernului Republicii Moldova nr. 906 din 01.09.1998 "Cu privire la aprobarea structurii Ministerului Economiei și Reformelor", din data de 21.09.1998 a fost confirmat în funcție de șef al Direcției principale Asistența tehnică și ajutoare umanitare.

Potrivit ordinului nr. 162 din 23.07.2001 "Cu privire la personal", în conformitate cu hotărârile Guvernului Republicii Moldova nr. 266 din 28.04.2001 "Privind unele măsuri ce țin de reorganizarea unor ministere și departamente ale Republicii Moldova" și nr. 571 din 05.07.2001 "Cu privire la aprobarea structurii și a efectivului-limită al aparatului central ale Ministerului Economiei, listei organizațiilor și instituțiilor subordonate acestuia", la data de 23.07.2001 a fost confirmat în funcție de vicedirector al Departamentului relații economice externe, șef al Direcției principale cooperare tehnică.

În corespundere cu ordinul nr.444-p din 09.12.2003 "Cu privire la personal", pe data de 10.12.2003 a fost eliberat din funcție, conform art.85, alin.1 din Codul Muncii al Republicii Moldova (din inițiativa proprie).

**Secretar general al ministerului**



**Lilia PALII**

Ex V. Gorschiș, tel. 022 250 658



Riga, November 04, 2019

**To whom it may concern:**

I, Inese Sadauska, the Executive Director of Ticon Development Consulting SIA, registered in the Republic of Latvia, declare that Veaceslav Scobioala has been approved as monitoring expert working in a pool of short term monitoring experts for the consortium of DMI Associates (France), ITAD (UK), and Ticon Development Consulting (Latvia) led by IBM Business Consulting services of Brussels, Belgium in the context of the contract number EVA/2010/259-641 - EU Service Contract for a Results Oriented Monitoring system of the Implementation of Projects and Programmes of external aid financed by the European Union – Lot 1 – ROM - ENPI between the European Commission and the Consortium.

During the period of May 2011 till November 2013 Veaceslav Scobioala has monitored 21 EU projects for a total of 155 working days.

A handwritten signature in blue ink, appearing to read "Inese Sadauska".

Inese Sadauska  
Executive Director  
Ticon Development Consulting SIA

REFERINTE / CONTRACTE \_  
FLORENTINA MACOVEI

## **CONTRACT INDIVIDUAL DE MUNCA**

Incheiat si inregistrat sub nr. 331/25.04.2019 in REVISAL / 03.05.2019

### **A. PARTILE CONTRACTULUI**

Angajator – **Agentia pentru Dezvoltare Regionala a Regiunii de Dezvoltare Sud-Est**, cu sediul in Braila, str. Anghel Saligny, nr. 24, cod fiscal 11733112, telefon 0339/401018, reprezentata legal de **Luminita MIHAILOV**, in calitate de Director General

si

Salariata **Florentina MACOVEI**, domiciliata in Mun. Iasi, Jud. Iasi, Str. Ioan Ganju, nr. 6, bl. D3, sc. B, ap. 1, posesoare a cartii de identitate seria MZ, nr. 344431, eliberata de SPCLEP Iasi la data de 02.11.2014, CNP 2840229070011

Am incheiat prezentul contract individual de munca in urmatoarele conditii asupra carora am convenit:

### **B. OBIECTUL CONTRACTULUI**

Prestarea activitatii de evaluator proiecte in schimbul salariului.

### **C. DURATA CONTRACTULUI**

Determinata, pe perioada cuprinsa intre data de 06.05.2019 si data de 06.08.2019, conform art. 83, lit. h, Codul Muncii, in vederea evaluarii proiectelor depuse in cadrul Programului Operational Comun "Bazinul Marii Nege" 2014-2020.

### **D. LOCUL DE MUNCA**

1. Activitatea se desfasoara la domiciliul salariatei din Mun. Iasi, Jud. Iasi, Str. Ioan Ganju, nr. 6, bl. D3, sc. B, ap. 1.
2. Intervalul orar in cadrul caruia angajatorul este in drept sa controleze activitatea salariatului este de luni pana vineri, intre ora 08 si ora 16. Pentru activitatile care se desfasoara in afara acestui interval orar, respectiv intre orele 16.01 si 21.00, angajatorul va controla activitatea salariatului in ziua lucratoare imediat urmatoare, in intervalul 08 – 16.00.
3. Controlul se realizeaza conform prevederilor Termenilor de Referinta si ai Ghidului pentru Evaluarea si Selectia Aplicatiilor si va fi exercitat efectiv prin intermediul Sistemului Electronic de Monitorizare (eMS), instrumentul zilnic de lucru, utilizat pe intreaga durata a contractului individual de munca.

### **E. FELUL MUNCII**

Functia: evaluator proiect – conform Clasificarii Ocupatiilor din Romania, Cod 241263.

### **F. ATRIBUTIILE POSTULUI**

Atributiile postului sunt prevazute in fisa postului si in Termenii de Referinta, anexa 1 la contractul individual de munca.

Proiectele repartizate salariatului in vederea evaluarii, precum si termenele limita pentru finalizarea activitatilor sunt prevazute in anexa 2 la contractul individual de munca.

Neindeplinirea sarcinilor de serviciu, respectiv neincadrarea in termenele limita in ceea ce priveste activitatea de evaluare a grilelor de evaluare vor face obiectul unei cercetari disciplinare, aplicandu-se prevederile stipulate in cadrul Regulamentului Intern al ADR SE, respectiv Codul Muncii.

## F1. CRITERIILE DE EVALUARE A ACTIVITATII PROFESIONALE A SALARIATULUI

- Gradul de indeplinire a obiectivelor
- Calitatea lucrarilor (a grilelor de evaluare)
- Randamentul in munca
- Disciplina
- Spirit de initiativa
- Abilitati de identificare a problemelor si solutiilor

## G. CONDITII DE MUNCA

1. Activitatea se desfasoara in conformitate cu prevederile Statutului ADR SE, a Regulamentului de Organizare si Functionare, a Regulamentului Intern, a Termenilor de Referinta si a Ghidului pentru Evaluarea si Selectia Aplicatiilor.
2. Activitatea prestata se desfasoara in conditii normale potrivit Legii nr. 263/2010 privind sistemul unitar de pensii publice, cu modificarile si completarile ulterioare.

## H. DURATA MUNCII

O norma intreaga de 8 ore/zi, 40 ore/saptamana

Repartizarea programului de lucru: in intervalul 9.00-17.00.

Programul de lucru se poate modifica in conditiile Regulamentului Intern/Contractului Colectiv de munca aplicabil la nivelul ADR SE.

## I. CONCEDII

Durata concediului anual de odihna este de 32 zile lucratoare, in raport cu vechimea in munca.

Concediul de odihna va fi acordat la finalul perioadei contractului.

## J. SALARIUL

1. Salariul de baza lunar brut este de 12.207 lei (corespunzator unui salariu brut de 2565 euro, caculat la cursul de schimb Infoeuro 4,7591 lei/euro aferent lunii aprilie 2019);
2. Alte elemente constitutive –
3. Orele suplimentare prestate in afara programului normal de lucru sau in zilele in care nu se lucreaza ori in zilele de sarbatori legale la solicitarea Angajatorului se compenseaza cu ore libere platite sau se platesc cu un spor la salariu, conform Contractului Colectiv de munca aplicabil la nivelul ADR SE si Legii 53/2003 – Codul Muncii;
4. Data la care se plateste salariul este 12 a lunii urmatoare celei in care se deruleaza activitatea;
5. Raportul Individual Lunar si Pontajul lunar se vor transmite pana la data de 28 a lunii, pe intreaga perioada de valabilitate a contractului;  
In cazul in care ziua de 28 a lunii este o zi nelucratoare, termenul de prelungeste pana la sfarsitul primei zile lucratoare.

Netransmiterea documentelor prevazute in Anexa 3 pana la data de 28 a lunii, transmiterea incompleta, refuzul nejustificat al transmiterii sau refuzul fara temei de completare sau modificare a acestora ca urmare a solicitarilor de clarificari adresate de Angajator prin reprezentantii desemnati este considerata incalcare a responsabilitatilor de serviciu si va fi sanctionata conform prevederilor legale, in acord cu efectuarea procedurilor aplicabile (cercetare disciplinara), dupa caz cu diminuarea salariului corespunzator lunii prezentarii raportului sau cu incetarea contractului individual de munca.

## **K. DREPTURI SI OBLIGATII ALE PARTILOR PRIVIND SANATATEA SI SECURITATEA IN MUNCA**

- a) Echipamente individuale de protective: nu este cazul;
- b) Echipamente individuale de lucru: nu este cazul;
- c) Materiale igienico-sanitare: nu este cazul;
- d) Alimente de protectie: nu este cazul;
- e) Alte drepturi si obligatii privind sanatatea si securitatea in munca: nu este cazul

## **L. ALTE CLAUZE**

- a) Perioada de proba este de 5 zile lucratoare;
- b) Perioada de preaviz in cazul concedierii este de 20 zile lucratoare conform Contractului Colectiv de Munca al ADR SE aplicabil;
- c) Perioada de preaviz in cazul demisiei este de 20 zile lucratoare conform Contractului Colectiv de Munca al ADR SE aplicabil;
- d) Partile convin ca pe toata durata contractului individual de munca si dupa incetarea acestuia, sa nu transmita date sau informatii de care au luat cunostinta in timpul executarii contractului. Nerespectarea acestei clauze de catre oricare dintre parti atrage obligarea celui in culpa la plata de daune interese.

## **M. DREPTURI SI OBLIGATII GENERALE ALE PARTILOR**

- 1. Salariatul are, in principal, urmatoarele drepturi:
  - a) dreptul la salarizare pentru munca depusa;
  - b) dreptul la repaus zilnic si saptamanal;
  - c) dreptul la concediu de odihna anual;
  - d) dreptul la egalitate de sanse si tratament;
  - e) dreptul la securitate si sanatate in munca;
  - f) dreptul la acces la formare profesionala.
- 2. Salariatului ii revin, in principal, urmatoarele obligatii:
  - a) obligatia de a realiza norma de munca sau, dupa caz, de a indeplini atributiile ce ii revin conform fisei postului;
  - b) obligatia de a respecta disciplina muncii;
  - c) obligatia de fidelitate fata de angajator in executarea atributiilor de serviciu;
  - d) obligatia de a respecta masurile de Securitate si de sanatate a muncii in unitate;
  - e) obligatia de a respecta secretul de serviciu;
- 3. Angajatorul are, in principal, urmatoarele drepturi:
  - a) sa dea dispozitii cu caracter obligatoriu pentru salariat sub rezerva legalitatii lor;
  - b) sa exercite controlul asupra modului de indeplinire a sarcinilor de serviciu si cu privire la calitatea muncii prestate si a grilelor de evaluare elaborate;
  - c) sa constate savarsirea abaterilor disciplinare si sa aplice sanctiunile corespunzatoare, potrivit legii, Contractului Colectiv de munca aplicabil si Regulamentului Intern;
  - d) sa demareze procedura de cercetare disciplinara in cazul in care se demonstreaza necunoasterea documentelor programului (ex. PO, Ghidul applicantului pentru apel 2, Ghidul evaluatorului), reflectata in grilele de evaluare de slaba calitate.
- 4. Angajatorului ii revin, in principal, urmatoarele obligatii:
  - a) sa inmaneze salariatului un exemplar din contractul individual de munca, anterior inceperii activitatii;
    - a 1) sa acorde salariatului toate drepturile ce decurg din contractele individuale de munca, din Contractul Colectiv de munca aplicabil si din lege;

- b) sa asigure permanent conditiile organizatorice avute in vedere la elaborarea normelor de munca si conditiile corespunzatoare de munca;
- c) sa informeze salariatul asupra conditiilor de munca si asupra elementelor care privesc desfasurarea relatiilor de munca;
- d) sa elibereze, la cerere, un document care sa ateste caitatea de salariat a solicitantului, respectiv activitatea desfasurata de acesta, durata activitatii, salariul, vechimea in munca, in meserie si specialiate;
- e) sa asigure confidentialitatea datelor cu caracter personal ale salariatului;
- f) sa asigure, daca este cazul, transportul materialelor pe care angajatul le utilizeaza in activitatea desfasurata in baza prezentului contract individual de munca;
- g) sa asigure conexiunea la internet in cazul in care angajatii isi desfasoara activitatea la sediul STC.

## **N. DISPOZITII FINALE**

Prevederile prezentului contract individual de munca se completeaza cu dispozitiile Codului Muncii – Legea 53/2003 cu modificarile si completarile ulterioare si ale Contractului Colectiv de munca aplicabil incheiat la nivelul angajatorului inregistrat sub nr. 1116/29.01.2019 la Inspectoratul Teritorial de Munca al judetului Braila.

Orice modificare privind clauzele contractuale in timpul executarii contractului individual de munca impune incheierea unui act aditional la contract, conform dispozitiilor legale, cu exceptia situatiilor in care o asemenea modificare este prevazuta in mod expres de lege.

Prezentul contract individual de munca s-a incheiat in doua exemplare, cate unul pentru fiecare parte.

**O. Conflictetele in legatura cu incheierea, executarea, modificarea, suspendarea sau incetarea prezentului contract individual de munca sunt solutionate de instant judecatoreasca competenta material si territorial, potrivit legii.**

### **ANGAJATOR**

Luminita MIHAILOV  
DIRECTOR GENERAL



### **ANGAJAT**

Florentina MACOVEI

### **VIZAT**

Raluca CIUDIN  
Specialist Resrse Umane





## AMENDMENT TO AGREEMENT

Date: 03.12.2020

1. Subscriber: **Ms. Florentina Macovei**
2. Contract for Consultant #: CFC2020-076
3. Amendment number: 1
4. Chart of Accounts:

Dated: 06.11.2020

Project ID	Activity	Fund	Dept	Impl. Agency	Donor	Account	Amount EURO
00098987	MDAD1010302	W3000	95135	002001	00555	71300	2091.86

5. Vendor Number: 93449

This amendment is issued to change payment proceeding in currency Euro of the Contract CFC2020-076 to provide capacity building support on project writing for women councillors and women mayors at first mandate.

Now, therefore, the relevant Contract provisions indicated below are hereby amended to read as follows:

1. DURATION OF CONTRACT: Up to **25 working days** within a 2-months assignment under ToR. This contract shall commence on **10 November 2020** and shall expire on the satisfactory completion of the services described above, but no later than **15 December 2020**, unless sooner terminated under the terms of this contract. This contract is subject to the attached CONDITIONS OF SERVICE –CONSULTANTS.

2. CONSIDERATION: As full consideration for the services performed by the Consultant under terms of this contract UNWOMEN shall pay the Consultant upon certification that the services have been satisfactorily performed.

(A) A fee of up to **EURO 2091.86** (two hundred ninety-one EURO, 86 cents) equivalent to 2,499.23 USD (UNORE December 2020);

(B) Payments in a currency other than US dollars will be made at the UN operational rate of exchange in effect on the day of payment;

(C) Payment will be disbursed upon submission and approval of deliverables and timesheets with actual days worked and certification by UN Women's Programme Specialist that the services have been satisfactorily performed.

No	Activities and Deliverables	Tentative timeframe for completion of task	Tentative # of days required for accomplishment of task
1	Submission of the detailed work plan describing the methodology and approach to be applied for this assignment.	By November 13, 2020	up to 25 w.d.
2	Final submitted report on major task performed during December 2020, including detailed description of carried out activities, achievements, challenges, including	By December 15, 2020	

	recommendation for UN Women in this contest or follow-up actions		
	<b>Total</b>		<b>Up to 25 working days</b>

3. TERMS OF REFERENCES: All other terms and conditions of the original Individual Contract, except as amended herein, shall remain unchanged and shall continue in full force and effect.

On behalf of  
UN Women Moldova

DocuSigned by:  
*Dominika Stojanoska*  
0CEDE6AF2C9C426

07-Dec-2020 | 8:24 AM EST  
Date: \_\_\_\_\_

Dominika Stojanoska  
Country Representative

*I acknowledge that I have read the conditions and accept the terms and conditions of this contract amendment.*

Consultant:

DocuSigned by:  
*Florentina Macovei*  
13DB550B826C4F3...

07-dec.-2020 | 8:28 a.m. EST  
Date: \_\_\_\_\_

Florentina Macovei

## Terms of Reference

### for National Consultant to provide capacity building support on project writing for women councillors and women mayors at first mandate

<b>Project:</b>	98987, MDA_D_1.1, Women in Leadership
<b>Duty Station:</b>	Chisinau, Moldova
<b>Type of contract:</b>	Individual Contract
<b>Post Level:</b>	National Consultant
<b>Languages required:</b> Russian is an asset	Fluent in Romanian, working knowledge English and
<b>Organizer:</b>	UN Women
<b>Starting date:</b> Nov 10, 2020	(date when the selected candidate is expected to start)
<b>Expected Duration of Assignment:</b> 15, 2020	Up to 25 working days within November 10 - December
<b>Participants:</b> councillors including disabilities and civil servants from other representing groups, women in police, women in army.	Primarily women mayors at first mandate, women representing Romani, people with under-

#### **Background:**

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women Moldova Country Office implements its [Strategic Note \(SN\) for 2018-2022](#), which is aligned with the [Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](#) and the [Global Strategic Plan of UN Women](#). Under its current SN, UN Women cooperates closely with the government, civil society, academia, private sector and the media to advance social, economic and political rights and opportunities for women and girls, placing special focus on those from marginalized, excluded and under-represented groups. These include rural women, Romani women, women with disabilities, women living with or affected by HIV, women survivors of violence, women migrants, young women, elderly women and others. UN Women’s operation in Moldova focuses on bringing about concrete change in the lives of women and the society towards the long-term impact of achievement of gender equality and the empowerment of women and girls in the country. Specifically, the SN 2018-2022 advances progress under the following three Impact Areas (IA): IA1: More women fully participate and lead in gender responsive governance processes and institutions, including in the security sector, IA2: Women have income security, decent work and economic autonomy, IA3: Public authorities, institutions and communities prevent violence against women and girls and deliver quality essential services. Towards these Impact Areas, UN Women works with variety of national and international partners to challenge gender-based stereotypes and towards the creation of an environment, whereby women act as key agents of change towards greater equality and development, in partnership with men and boys.

## Rationale

Women and girls constitute more than half of Moldova's population, yet they are under-represented in the bodies that make key decisions affecting their lives. Despite an increase in women's representation in the Parliament and at local level over the past years, the country plans to achieve 50/50 representation as per SDG commitments the value of the [Political Empowerment Sub-index of the Gender Gap Index](#) is still low (0.176 – placing Moldova on 72<sup>th</sup> place).

The complete and equitable participation of women in public life is essential to building and sustaining strong and lively democracies. Getting women elected is the most critical impediment for ensuring women's representation, but to achieve policy impacts and reforms in governance, it is critical that these women are effective legislators and executives once elected. Elected and appointed women, as well as women willing to run for offices, still struggle with a lot of stereotypes and prejudices related to women in decision-making.

According to the findings of [Gender Barometer](#), when asked who should lead in the public administration, in politics or at work, the man, the woman or no matter who of them, in 2016 about 72% of respondents chose the last option, an increase by 11 percentage points compared to 2006. Nevertheless, the more important the political function, the higher the respondents' preference for a man is. Usually, the position of mayor is associated with a man (33.2% plead for a man and only 11.7% would accept a woman). The biggest difference was registered for the President of the country – 40.5% of respondents would prefer a man for this position and only 7.6% – a woman. These preferences didn't change much in the last period.

After national elections in 2019, 26% of Parliament members are women, only 1 woman is a member of the Government Cabinet – Ministry of Health, Labor and Social Protection. Despite international and national state commitments towards ensuring the respect of gender equality, the roots of gender-based discrimination, especially about the women's role in decision-making are very deep fixed in society's mind. According to the findings of Gender Barometer the perceptions about traditional gender roles have not improved significantly.

Consequently, women still being underrepresented in almost all the leading positions whether is local or central public authority, private sector or academia. This situation occurs regardless of their recognized abilities and skills as leaders and agents of change.

During 2020, UN Women provided capacity building and series of trainings for a large group of elected women (councillors and mayors at first mandate) at the local and regional levels to build their capacity to serve as effective legislators after the 2019 local elections. The participants were capacitated on subjects related to effective implementation of the local administration, including Gender mainstreaming and budgeting. For example, within Women4Leadership Academy, due to the fact that after the local elections it was identified the major need to develop capacities of newly elected women mayors and councillors, it was delivered a series training. The topics for the training were selected in close consultation with participants, based on their needs, project writing being one of the most requested. Besides this, within an assignment implemented with UN Women support, it was envisaged launching of small grants for local initiatives. As result 70 local councillors at first mandate applied for these small communities' initiatives to address specific issues faced by women at local levels. The evaluation team figured out that most of the applicants showed huge lack of knowledge on project writing.

Also in the framework of the Memoranda of Understanding between UN Women and the Ministry of Defense, and UN Women and Ministry of Internal Affairs, and based on received requests, UN Women has committed to provide support to the National Army Women's Association (NAWA), National Association of Women in Internal Affairs System (NAWIAS), and Association of Women in Police (AWP) to strengthen its internal capacities on gender mainstreaming and project writing. The most active women from peace and defence institutions

required additional capacities on project writing in order to enable them to keenly participate in the process of fundraising and increasing their self-confidence, while also enhancing their activism within the institutions.

Building on the skills learned during the capacity building programmes and high demand for the topic, UN Women aims to provide in-dept training focused on project writing to a limited number of women mayors, women councillors, and other targeted women associations from peace and defence institutions. With intension to boost the activeness of the women in decision making and to challenge the existing stereotypes related to women in politics and women's leadership, UN Women intends to contract a well-qualified local consultant to provide coaching sessions on project writing to selected group of up to 50 persons. This will contribute as well to changing the perception of women in leadership positions.

#### Scope of Work:

Under the overall guidance and direct supervision of Programme Analyst on Women in L&G, the national consultant will be responsible for providing of in-depth and focused set of sessions on project writing, including individual coaching to selected group of up 50 women newly elected councillors at district and local level, women mayor and women from peace and defense institutions. The coaching program shall entail different tools such as: training sessions, mentorship, and individual coaching.

The UN Women may consult the selection of the participants with Women's Network of CALM (Congress of Local Authorities from Moldova), Center Contact and the former National Consultant on Strategic Planning for Ministry of Defence.

**Note 1:** In all its activities, the consultant should be guided by the cross-party, non-partisan and equity principles. The participants should be divided in up to 2 groups of 25 participants per group. Each group should benefit of 1 (one) three-days training sessions and other support described under the Tasks' section. There should be ensured participation of people from underrepresented groups (women with disabilities and Romani women, as well other groups).

#### Duties and responsibilities of the Consultant:

More specifically, the following tasks shall be undertaken by the national consultant:

Tasks and activities	Estimated workload (workdays)
1. Prepare a detailed work plan describing the methodology and approach, including handouts to be applied for this assignment. Identify the potential list of participants, including women from peace and defence organizations based on pre-defined criteria	Up to 2 day

2.	Develop and deliver 1 (one) up to three-day informative and practical online group sessions for up to 25 newly elected women mayors and women councilors at district and local level focused on project writing by providing technical guidance and advice, including homework tasks.	Up to 6 days
3.	Develop and deliver 1 (one) up to three-day informative and practical online group sessions for up to 25 relevant members of the NAWA, NAWIAS and AWP focused on project writing by providing technical guidance and advice, including homework tasks.	Up to 6 days
4.	Provide individual coaching and support after training sessions to up to 10 selected participants in developing project proposals for concrete calls of proposals where possible. The selection of participants for individual coaching shall be undertaken based requests came from beneficiaries and based on assessing their participation within the training sessions. Each participant shall benefit of up to 1 day of individual coaching and as a result to have at least one concept for group of beneficiaries.	Up to 10 days
5.	Provide final progress report to UN Women on undertaken work.	Up to 1 days
<b>Total days</b>		<b>Up to 25 days</b>

**Note 2:** The mentioned number of working days has been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of assignment. It cannot and shall not be used as criteria for completion of work/assignment. The provision of envisaged deliverables approved by the UN Women Programme Analyst shall be the only criteria for the National Consultant's work being completed and eligible for payment/s.

### Key Deliverables and Timeframe

The selected national consultant will be responsible for delivering the following specific outputs, comprising of the main milestones:

No	Activities and Deliverables	Tentative timeframe for completion of task	Tentative # of days required for accomplishment of task
1	Submission of the detailed work plan describing the methodology and approach to be applied for this assignment.	By November 13, 2020	up to 25 w.d.
2	Final submitted report on major task performed during December 2020, including detailed description of carried out activities, achievements, challenges, including recommendation for UN Women in this contest or follow-up actions	By December 15, 2020	
<b>Total</b>			<b>Up to 25 working days</b>

**Note 3:** In the context of COVID-19 outbreak, the method of meetings/presentations shall be organized only or online UN Women will be responsible for ensuring logistical support, like issuing Zoom link (for online delivery of events), translation.

All written deliverables should be agreed with UN Women and be provided in English language, electronic copy.

### **Duration of the assignment**

The total duration of this assignment is tentatively planned for up to 25 days during 2 months starting on November 10, 2020, with task being accomplished by December 15, 2020. The consultant is responsible for accomplish the deliverables set up in the table “Activities and Deliverables”.

### **Management arrangements**

Organizational Setting: The National Consultant will work under the overall guidance and direct supervision of Programme Analyst on Women in L&G. The Consultant will report to UN Women Programme Analyst on Women in L&G.

Contributions: UN Women will put at the disposal of selected individual all available materials and necessary information for tasks achievement and will facilitate the meetings, as needed. During assignment it is expected to use his/her own personal computer.

### **Performance evaluation**

Performance will be evaluated against such criteria as: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

### **Financial arrangements:**

Payment will be disbursed in 1 installment upon submission and approval of the reports on deliverables and achieved results and certification by the supervisor that the services have been satisfactorily performed.

### **Competencies**

### **Required Skills and Experience:**

**Education:**

- University degree in International Relations, Business and Administration, Gender Equality, Budgeting, Public Administration, Human Rights, Sociology, Law, or other related fields.

**Experience**

- Minimum 3 years of delivery trainings, coaching and mentorship sessions and other types of capacity building activities on project writing.
- Minimum 3 years of proven experience in organization and delivery of various types of events, like capacity building, round tables, discussions, including development of training materials for different target groups, including central and local public authorities; Trainings with tangible subjects on gender equality and human rights will be an asset;
- Work experience with civil servants, elected and appointed staff of Local and Central Public Administration will be considered an asset;
- Work experience in working with international organizations, including successful experience in working with UN agencies, is an asset

**Language Requirements:**

- Excellent command of Romanian.
- Working knowledge of English and Russian language is an asset

Values and competencies

Core Values:

- Integrity
- Professionalism
- Cultural sensitivity and respect for diversity
- Gender sensitiveness and empathy towards women's rights issues
- Respect for UN principles

Core Competencies:

- Communication
- Planning and Organizing
- Organizational Awareness
- Team working ability
- Accountability
- Leadership

**APPLICATION PROCESS AND SUBMISSION PACKAGE**

Interested candidates must submit via online submission system the following documents/ information to demonstrate their qualification:

- Letter of Intent with justification of being the most suitable for the work, vision and working approach, specifically indicating experience of mobilization of excluded communities for participation and inclusion
- Duly filled Personal History Form (P11) and/or CV, including records on past experience in similar projects/assignments and specific outputs obtained; P11 can be downloaded at <http://www.unwomen.org/about-us/employment>;
- Financial proposal (in MDL) - Specifying a total lump sum amount for the tasks specified in this Terms of Reference). The financial proposal shall include a breakdown of this lump sum amount (daily rate and number of anticipated working days and any other possible costs); Please see Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form

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

- University degree in International Relations, Business and Administration, Gender Equality, Budgeting, Public Administration, Human Rights, Sociology, Law, or other related fields;
- Minimum 3 years of proven experience in organization and delivery of various types of events, like capacity building, round tables, discussions, including development of training materials for different target groups, including central and local public authorities; Trainings with tangible subjects on gender equality and human rights will be an asset;.

The short-listed individual consultants will be further evaluated based on a **cumulative analysis** scheme, with a total score being obtained upon the combination of weighted technical and financial attributes. Cost under this method of analysis is rendered as an award criterion, which will be 40% out of a total score of 500 points.

Evaluation of submitted offers will be done based on the following formula:

$$B = T + \frac{C_{low}}{C} \times X$$

where:

- T* is the total technical score awarded to the evaluated proposal (only to those proposals that pass 60% m 350 points obtainable under technical evaluation);
- C* is the price of the evaluated proposal;
- C<sub>low</sub>* is the lowest of all evaluated proposal prices among responsive proposals; and
- X* is the maximum financial points obtainable (150 points)

Technical evaluation will be represented through desk review of applications and further interview will be organized if needed, depending on the short-listed candidates' qualifications.

**A) Technical Evaluation:** The technical part is evaluated on the basis of its responsiveness to the Terms of Reference (TOR).

Nr.	Criteria	Maximum points

1.	University degree in International Relations, Business and Administration, Gender Equality, Budgeting, Public Administration, Human Rights, Sociology, Law, or other related fields.  <i>(Bachelor- 30 pts, Master - 45 pts; PhD – 60 pts)</i>	60
2.	Minimum 3 years of delivery trainings, coaching and mentorship sessions and other types of capacity building activities on project writing;  <i>(Up to 3 years- 0 pts, 3 years –80 pts, each year over 3 years – 10 pts, up to a max of 100 pts);</i>	100
3.	Minimum 3 years of proven experience in organization and delivery of various types of events, like capacity building, round tables, discussions, including development of training materials for different target groups, including central and local public authorities; Trainings with tangible subjects on gender equality and human rights will be an asset;  <i>Up to 3 years- 0 pts, 3 years –50 pts, each year over 3 years – 10 pts, up to a max of 60 pts);</i>	60
4.	Work experience with civil servants, elected and appointed staff of Local and Central Public Administration will be considered an asset;;  <i>(Up to 60 pts);</i>	60
5.	Work experience in working with international organizations, including successful experience in working with UN agencies, is an asset  <i>(up to 40 pts)</i>	40
6.	Excellent command of Romanian language. Working knowledge of Russian and English will be an asset;  <i>(10 pts - fluency in Romanian, 10 pts –fluency in Russian, 5 pts- working English)</i>	30
	<b>Maximum total technical scoring:</b>	350

**B) Financial evaluation:**

*In the Second Stage, the financial proposal of candidates, who have attained minimum 70% score in the technical evaluation (at least 245 points), will be compared.*

**WINNING CANDIDATE**

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

Please note that only applicants who are short-listed will be contacted.

*In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women. The creation of UN Women came about as part of the UN reform*

*agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the UN system (DAW, OSAGI, INSTRAW and UNIFEM), which focused exclusively on gender equality and women's empowerment.*

*The United Nations in Moldova is committed to 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.*

## Annex I: Price Proposal Guideline and Template

The prospective National Consultant should take the following explanations into account during submission of his/her price proposal.

### 1. **Lump Sum Amount**

The price proposal should indicate a "lump sum amount" which is "all-inclusive"; All costs (professional fees, living allowances, communications, consumables, travel and accommodation expenses during field related missions, etc.) that could possibly be incurred by the Contractor needs to be factored into the proposed price.

UN Women will not withhold any amount of the payments for tax and/or social security related payments. UN Women shall have no liability for taxes, duties or other similar charges payable by the Individual Contractor in respect of any amounts paid to the Individual Contractor under this Contract, and the Contractor acknowledges that UN Women will not issue any statements of earnings to the Individual contractor in respect of any such payments.

Contract price is fixed to activities/deliverables indicated in the ToR, regardless of the changes in the cost components (such as days invested for completion of the deliverables.)

### 2. **Travel costs**

Not applicable.

### 3. **Daily Subsistence Allowance**

Not applicable.

### 4. **Currency of the price proposal**

The applicants are requested to submit their price proposals in MDL. In case of proposals in other currency, these shall be converted into MDL using the official UN exchange rate for currency MDL conversion to MDL at the date of applications' submission deadline.

**Annex II: Price Proposal Submission Form**

**To: United Nations Entity for Gender Equality and the Empowerment of Women**

**Ref: National consultant to provide capacity building support on project writing for women councillors and women mayors at first mandate**

Dear Sir / Madam,

I, the undersigned, offer to provide professional consulting services to UN Women within the scope of the referred Assignment.

Having examined, understood and agreed to the Terms of Reference and its annexes, the receipt of which are hereby duly acknowledged, I, the undersigned, offer to deliver professional services, in conformity with the Terms of Reference.

My maximum total price proposal for the assignment is given below:

A. Cost Breakdown per Deliverables\*

<b>Deliverables</b>	<b>MDL</b>
<b>Daily fee all inclusive</b>	
<b>Total price for working days</b>	

I confirm that my financial proposal will remain unchanged. I also confirm that the price that I quote is **gross**, and is inclusive of all legal expenses, including but not limited to social security, income tax, pension, visa etc., which shall be required applicable laws.

I agree that my proposal shall remain binding upon me for 30 days.

I understand that you are not bound to accept any proposal you may receive.

[Signature]

Date:

Name:

Address:

Telephone/Fax:

Email:



## AMENDMENT TO AGREEMENT

Date: 03.12.2020

1. Subscriber: **Ms. Florentina Macovei**
2. Contract for Consultant #: CFC2020-076
3. Amendment number: 1
4. Chart of Accounts:

Dated: 06.11.2020

Project ID	Activity	Fund	Dept	Impl. Agency	Donor	Account	Amount EURO
00098987	MDAD1010302	W3000	95135	002001	00555	71300	2091.86

5. Vendor Number: 93449

This amendment is issued to change payment proceeding in currency Euro of the Contract CFC2020-076 to provide capacity building support on project writing for women councillors and women mayors at first mandate.

Now, therefore, the relevant Contract provisions indicated below are hereby amended to read as follows:

1. DURATION OF CONTRACT: Up to **25 working days** within a 2-months assignment under ToR. This contract shall commence on **10 November 2020** and shall expire on the satisfactory completion of the services described above, but no later than **15 December 2020**, unless sooner terminated under the terms of this contract. This contract is subject to the attached CONDITIONS OF SERVICE –CONSULTANTS.

2. CONSIDERATION: As full consideration for the services performed by the Consultant under terms of this contract UNWOMEN shall pay the Consultant upon certification that the services have been satisfactorily performed.

(A) A fee of up to **EURO 2091.86** (two hundred ninety-one EURO, 86 cents) equivalent to 2,499.23 USD (UNORE December 2020);

(B) Payments in a currency other than US dollars will be made at the UN operational rate of exchange in effect on the day of payment;

(C) Payment will be disbursed upon submission and approval of deliverables and timesheets with actual days worked and certification by UN Women's Programme Specialist that the services have been satisfactorily performed.

No	Activities and Deliverables	Tentative timeframe for completion of task	Tentative # of days required for accomplishment of task
1	Submission of the detailed work plan describing the methodology and approach to be applied for this assignment.	By November 13, 2020	up to 25 w.d.
2	Final submitted report on major task performed during December 2020, including detailed description of carried out activities, achievements, challenges, including	By December 15, 2020	

	recommendation for UN Women in this contest or follow-up actions		
	<b>Total</b>		<b>Up to 25 working days</b>

3. TERMS OF REFERENCES: All other terms and conditions of the original Individual Contract, except as amended herein, shall remain unchanged and shall continue in full force and effect.

On behalf of  
UN Women Moldova

DocuSigned by:  
*Dominika Stojanoska*  
0CEDE6AF2C9C426

Date: 07-Dec-2020 | 8:24 AM EST

Dominika Stojanoska  
Country Representative

*I acknowledge that I have read the conditions and accept the terms and conditions of this contract amendment.*

Consultant:

DocuSigned by:  
*Florentina Macovei*  
13DB550B826C4F3...

Date: 07-dec.-2020 | 8:28 a.m. EST

Florentina Macovei

## Terms of Reference

### for National Consultant to provide capacity building support on project writing for women councillors and women mayors at first mandate

<b>Project:</b>	98987, MDA_D_1.1, Women in Leadership
<b>Duty Station:</b>	Chisinau, Moldova
<b>Type of contract:</b>	Individual Contract
<b>Post Level:</b>	National Consultant
<b>Languages required:</b> Russian is an asset	Fluent in Romanian, working knowledge English and
<b>Organizer:</b>	UN Women
<b>Starting date:</b> Nov 10, 2020	(date when the selected candidate is expected to start)
<b>Expected Duration of Assignment:</b> 15, 2020	Up to 25 working days within November 10 - December
<b>Participants:</b> councillors including disabilities and civil servants from other representing groups, women in police, women in army.	Primarily women mayors at first mandate, women representing Romani, people with under-

#### **Background:**

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women Moldova Country Office implements its [Strategic Note \(SN\) for 2018-2022](#), which is aligned with the [Republic of Moldova–United Nations Partnership Framework for Sustainable Development 2018–2022](#) and the [Global Strategic Plan of UN Women](#). Under its current SN, UN Women cooperates closely with the government, civil society, academia, private sector and the media to advance social, economic and political rights and opportunities for women and girls, placing special focus on those from marginalized, excluded and under-represented groups. These include rural women, Romani women, women with disabilities, women living with or affected by HIV, women survivors of violence, women migrants, young women, elderly women and others. UN Women’s operation in Moldova focuses on bringing about concrete change in the lives of women and the society towards the long-term impact of achievement of gender equality and the empowerment of women and girls in the country. Specifically, the SN 2018-2022 advances progress under the following three Impact Areas (IA): IA1: More women fully participate and lead in gender responsive governance processes and institutions, including in the security sector, IA2: Women have income security, decent work and economic autonomy, IA3: Public authorities, institutions and communities prevent violence against women and girls and deliver quality essential services. Towards these Impact Areas, UN Women works with variety of national and international partners to challenge gender-based stereotypes and towards the creation of an environment, whereby women act as key agents of change towards greater equality and development, in partnership with men and boys.

## Rationale

Women and girls constitute more than half of Moldova's population, yet they are under-represented in the bodies that make key decisions affecting their lives. Despite an increase in women's representation in the Parliament and at local level over the past years, the country plans to achieve 50/50 representation as per SDG commitments the value of the [Political Empowerment Sub-index of the Gender Gap Index](#) is still low (0.176 – placing Moldova on 72<sup>th</sup> place).

The complete and equitable participation of women in public life is essential to building and sustaining strong and lively democracies. Getting women elected is the most critical impediment for ensuring women's representation, but to achieve policy impacts and reforms in governance, it is critical that these women are effective legislators and executives once elected. Elected and appointed women, as well as women willing to run for offices, still struggle with a lot of stereotypes and prejudices related to women in decision-making.

According to the findings of [Gender Barometer](#), when asked who should lead in the public administration, in politics or at work, the man, the woman or no matter who of them, in 2016 about 72% of respondents chose the last option, an increase by 11 percentage points compared to 2006. Nevertheless, the more important the political function, the higher the respondents' preference for a man is. Usually, the position of mayor is associated with a man (33.2% plead for a man and only 11.7% would accept a woman). The biggest difference was registered for the President of the country – 40.5% of respondents would prefer a man for this position and only 7.6% – a woman. These preferences didn't change much in the last period.

After national elections in 2019, 26% of Parliament members are women, only 1 woman is a member of the Government Cabinet – Ministry of Health, Labor and Social Protection. Despite international and national state commitments towards ensuring the respect of gender equality, the roots of gender-based discrimination, especially about the women's role in decision-making are very deep fixed in society's mind. According to the findings of Gender Barometer the perceptions about traditional gender roles have not improved significantly.

Consequently, women still being underrepresented in almost all the leading positions whether is local or central public authority, private sector or academia. This situation occurs regardless of their recognized abilities and skills as leaders and agents of change.

During 2020, UN Women provided capacity building and series of trainings for a large group of elected women (councillors and mayors at first mandate) at the local and regional levels to build their capacity to serve as effective legislators after the 2019 local elections. The participants were capacitated on subjects related to effective implementation of the local administration, including Gender mainstreaming and budgeting. For example, within Women4Leadership Academy, due to the fact that after the local elections it was identified the major need to develop capacities of newly elected women mayors and councillors, it was delivered a series training. The topics for the training were selected in close consultation with participants, based on their needs, project writing being one of the most requested. Besides this, within an assignment implemented with UN Women support, it was envisaged launching of small grants for local initiatives. As result 70 local councillors at first mandate applied for these small communities' initiatives to address specific issues faced by women at local levels. The evaluation team figured out that most of the applicants showed huge lack of knowledge on project writing.

Also in the framework of the Memoranda of Understanding between UN Women and the Ministry of Defense, and UN Women and Ministry of Internal Affairs, and based on received requests, UN Women has committed to provide support to the National Army Women's Association (NAWA), National Association of Women in Internal Affairs System (NAWIAS), and Association of Women in Police (AWP) to strengthen its internal capacities on gender mainstreaming and project writing. The most active women from peace and defence institutions

required additional capacities on project writing in order to enable them to keenly participate in the process of fundraising and increasing their self-confidence, while also enhancing their activism within the institutions.

Building on the skills learned during the capacity building programmes and high demand for the topic, UN Women aims to provide in-dept training focused on project writing to a limited number of women mayors, women councillors, and other targeted women associations from peace and defence institutions. With intension to boost the activeness of the women in decision making and to challenge the existing stereotypes related to women in politics and women’s leadership, UN Women intends to contract a well-qualified local consultant to provide coaching sessions on project writing to selected group of up to 50 persons. This will contribute as well to changing the perception of women in leadership positions.

#### Scope of Work:

Under the overall guidance and direct supervision of Programme Analyst on Women in L&G, the national consultant will be responsible for providing of in-depth and focused set of sessions on project writing, including individual coaching to selected group of up 50 women newly elected councillors at district and local level, women mayor and women from peace and defense institutions. The coaching program shall entail different tools such as: training sessions, mentorship, and individual coaching.

The UN Women may consult the selection of the participants with Women’s Network of CALM (Congress of Local Authorities from Moldova), Center Contact and the former National Consultant on Strategic Planning for Ministry of Defence.

**Note 1:** In all its activities, the consultant should be guided by the cross-party, non-partisan and equity principles. The participants should be divided in up to 2 groups of 25 participants per group. Each group should benefit of 1 (one) three-days training sessions and other support described under the Tasks’ section. There should be ensured participation of people from underrepresented groups (women with disabilities and Romani women, as well other groups).

#### Duties and responsibilities of the Consultant:

More specifically, the following tasks shall be undertaken by the national consultant:

Tasks and activities	Estimated workload (workdays)
1. Prepare a detailed work plan describing the methodology and approach, including handouts to be applied for this assignment. Identify the potential list of participants, including women from peace and defence organizations based on pre-defined criteria	Up to 2 day

2.	Develop and deliver 1 (one) up to three-day informative and practical online group sessions for up to 25 newly elected women mayors and women councilors at district and local level focused on project writing by providing technical guidance and advice, including homework tasks.	Up to 6 days
3.	Develop and deliver 1 (one) up to three-day informative and practical online group sessions for up to 25 relevant members of the NAWA, NAWIAS and AWP focused on project writing by providing technical guidance and advice, including homework tasks.	Up to 6 days
4.	Provide individual coaching and support after training sessions to up to 10 selected participants in developing project proposals for concrete calls of proposals where possible. The selection of participants for individual coaching shall be undertaken based requests came from beneficiaries and based on assessing their participation within the training sessions. Each participant shall benefit of up to 1 day of individual coaching and as a result to have at least one concept for group of beneficiaries.	Up to 10 days
5.	Provide final progress report to UN Women on undertaken work.	Up to 1 days
<b>Total days</b>		<b>Up to 25 days</b>

**Note 2:** The mentioned number of working days has been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of assignment. It cannot and shall not be used as criteria for completion of work/assignment. The provision of envisaged deliverables approved by the UN Women Programme Analyst shall be the only criteria for the National Consultant's work being completed and eligible for payment/s.

### Key Deliverables and Timeframe

The selected national consultant will be responsible for delivering the following specific outputs, comprising of the main milestones:

No	Activities and Deliverables	Tentative timeframe for completion of task	Tentative # of days required for accomplishment of task
1	Submission of the detailed work plan describing the methodology and approach to be applied for this assignment.	By November 13, 2020	up to 25 w.d.
2	Final submitted report on major task performed during December 2020, including detailed description of carried out activities, achievements, challenges, including recommendation for UN Women in this contest or follow-up actions	By December 15, 2020	
<b>Total</b>			<b>Up to 25 working days</b>

**Note 3:** In the context of COVID-19 outbreak, the method of meetings/presentations shall be organized only or online UN Women will be responsible for ensuring logistical support, like issuing Zoom link (for online delivery of events), translation.

All written deliverables should be agreed with UN Women and be provided in English language, electronic copy.

### **Duration of the assignment**

The total duration of this assignment is tentatively planned for up to 25 days during 2 months starting on November 10, 2020, with task being accomplished by December 15, 2020. The consultant is responsible for accomplish the deliverables set up in the table “Activities and Deliverables”.

### **Management arrangements**

Organizational Setting: The National Consultant will work under the overall guidance and direct supervision of Programme Analyst on Women in L&G. The Consultant will report to UN Women Programme Analyst on Women in L&G.

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Performance will be evaluated against such criteria as: timeliness, responsibility, initiative, communication, accuracy, and quality of the products delivered.

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### **Competencies**

### **Required Skills and Experience:**

**Education:**

- University degree in International Relations, Business and Administration, Gender Equality, Budgeting, Public Administration, Human Rights, Sociology, Law, or other related fields.

**Experience**

- Minimum 3 years of delivery trainings, coaching and mentorship sessions and other types of capacity building activities on project writing.
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**Language Requirements:**

- Excellent command of Romanian.
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Core Competencies:

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- Financial proposal (in MDL) - Specifying a total lump sum amount for the tasks specified in this Terms of Reference). The financial proposal shall include a breakdown of this lump sum amount (daily rate and number of anticipated working days and any other possible costs); Please see Annex I: Price Proposal Guideline and Template and Annex II: Price Proposal Submission Form

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

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where:

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Nr.	Criteria	Maximum points

1.	University degree in International Relations, Business and Administration, Gender Equality, Budgeting, Public Administration, Human Rights, Sociology, Law, or other related fields.  <i>(Bachelor- 30 pts, Master - 45 pts; PhD – 60 pts)</i>	60
2.	Minimum 3 years of delivery trainings, coaching and mentorship sessions and other types of capacity building activities on project writing;  <i>(Up to 3 years- 0 pts, 3 years –80 pts, each year over 3 years – 10 pts, up to a max of 100 pts);</i>	100
3.	Minimum 3 years of proven experience in organization and delivery of various types of events, like capacity building, round tables, discussions, including development of training materials for different target groups, including central and local public authorities; Trainings with tangible subjects on gender equality and human rights will be an asset;  <i>Up to 3 years- 0 pts, 3 years –50 pts, each year over 3 years – 10 pts, up to a max of 60 pts);</i>	60
4.	Work experience with civil servants, elected and appointed staff of Local and Central Public Administration will be considered an asset;;  <i>(Up to 60 pts);</i>	60
5.	Work experience in working with international organizations, including successful experience in working with UN agencies, is an asset  <i>(up to 40 pts)</i>	40
6.	Excellent command of Romanian language. Working knowledge of Russian and English will be an asset;  <i>(10 pts - fluency in Romanian, 10 pts –fluency in Russian, 5 pts- working English)</i>	30
	<b>Maximum total technical scoring:</b>	350

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The prospective National Consultant should take the following explanations into account during submission of his/her price proposal.

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UN Women will not withhold any amount of the payments for tax and/or social security related payments. UN Women shall have no liability for taxes, duties or other similar charges payable by the Individual Contractor in respect of any amounts paid to the Individual Contractor under this Contract, and the Contractor acknowledges that UN Women will not issue any statements of earnings to the Individual contractor in respect of any such payments.

Contract price is fixed to activities/deliverables indicated in the ToR, regardless of the changes in the cost components (such as days invested for completion of the deliverables.)

### 2. **Travel costs**

Not applicable.

### 3. **Daily Subsistence Allowance**

Not applicable.

### 4. **Currency of the price proposal**

The applicants are requested to submit their price proposals in MDL. In case of proposals in other currency, these shall be converted into MDL using the official UN exchange rate for currency MDL conversion to MDL at the date of applications' submission deadline.

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**Ref: National consultant to provide capacity building support on project writing for women councillors and women mayors at first mandate**

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Having examined, understood and agreed to the Terms of Reference and its annexes, the receipt of which are hereby duly acknowledged, I, the undersigned, offer to deliver professional services, in conformity with the Terms of Reference.

My maximum total price proposal for the assignment is given below:

A. Cost Breakdown per Deliverables\*

<b>Deliverables</b>	<b>MDL</b>
<b>Daily fee all inclusive</b>	
<b>Total price for working days</b>	

I confirm that my financial proposal will remain unchanged. I also confirm that the price that I quote is **gross**, and is inclusive of all legal expenses, including but not limited to social security, income tax, pension, visa etc., which shall be required applicable laws.

I agree that my proposal shall remain binding upon me for 30 days.

I understand that you are not bound to accept any proposal you may receive.

[Signature]

Date:

Name:

Address:

Telephone/Fax:

Email:

<b>Organizația</b>	<b>Agenția pentru Dezvoltare Regională a Regiunii de Dezvoltare Sud Est (ADR SE)</b>	<b>Aprobat</b>
<b>Unitate</b>	<b>Evaluare Proiecte</b>	<b>Luminița MIHAIȚOV</b> <b>Director General</b> 25-04-2019

Fisa Postului nr. 1  
Valabila din data de 06.05.2019

**Denumirea postului:** Evaluator proiecte/cod COR 241263  
**Nivelul postului:** Executiv  
**Biroul/Departamentul:** Unitate Evaluare Proiecte

**Descrierea postului:** evaluarea calitativa (tehnica si financiara) si analiza îndeplinirii condițiilor privind ajutorul de stat pentru aplicațiile admise in faza administrativa si de eligibilitate din cadrul POC Bazinul Marii Negre 2014-2020 – al doilea apel de proiecte.

**Cerinte specifice privind ocuparea postului:**

**Studii:** studii universitare in domeniul economic/turism/agroindustrie/mediu sau intr-un domeniu similar (pentru evaluarea proiectelor de investiții/infrastructura sunt necesare studii universitare in domeniul arhitecturii si/sau inginerie).

**Experiența anterioara:**

- experiența in activitatea de evaluare calitativa/evaluare tehnica si financiara a cel puțin 30 de proiecte, inclusiv cereri de finantare de tip grant;
- experiența in evaluarea calitativa a proiectelor depuse in cadrul Programelor de Cooperare Teritoriala Europeana/cooperare transfrontaliera/transnațională/programe de cooperare interregionala) si a Instrumentului de Asistenta pentru Preaderare (IPA)/Instrumentul European de Vecinătate si Parteneriat (ENPI)/Instrumentul European de Vecinătate (ENI);
- experiența in unul sau mai multe domenii tematice ale Programului Operational Comun Bazinul Marii Negre 2014-2020 (antreprenoriat, turism, cultura, agricultura, mediu, pescuit si acvacultura, etc.).

**Cunoștințe de operare pe calculator:** nivel avansat

**Limbi străine:** Limba engleza/B1/utilizator independent

**Competente, aptitudini, abilități:**

- exprimare orala: abilitatea de a comunica verbal informații si idei într-o maniera in care sa faciliteze înțelegerea celorlalți;
- exprimare in scris: abilitatea de a comunica informații si idei in scris într-o maniera in care sa faciliteze înțelegerea celorlalți;
- raționament deductiv: abilitatea de a aplica reguli generale la probleme specifice pentru a produce soluții adecvate;
- raționament inductiv: abilitatea de a combina informații disparate pentru a extrage reguli generale sau concluzii;

- asumarea responsabilităților;
- cunoașterea legislației aplicabile activității desfășurate și a procedurilor interne și capacitate de adaptare la schimbările legislative din domeniu;
- cunoștințe generale cu privire la ajutorul de stat;
- capacitate de a interacționa eficient cu colegii din alte departamente pentru rezolvarea sarcinilor;
- adaptabilitate la sarcini de lucru schimbătoare, la situații de criză;
- asigurarea unui management eficient al timpului.

### **Responsabilități:**

- evaluează aplicațiile repartizate pe baza prevederilor Ghidului Solicitantului, Ghidului de Evaluare și Selectie a Aplicațiilor și a instrucțiunilor emise de către structurile de management ale Programului;
- evaluează cererile de finanțare folosind Sistemul Electronic de Monitorizare al Programului (eMS). Cererile de Finanțare sunt păstrate în siguranță (securizate) în arhive electronice.
- verifică și evaluează un număr fix de cereri de finanțare/aplicații, care vor fi alocate de către Președintele Comitetului de Selectie;
- confirmă direct către Președintele Comitetului de Selectie alocarea accesului în eMS, pentru fiecare cerere de finanțare/aplicație în parte;
- utilizează Grila de evaluare a calității din sistemul electronic de evaluare (eMS) pentru evaluarea aplicațiilor repartizate;
- nu folosește aplicațiile/cererile de finanțare în afara locului declarat/stabilit pentru desfășurarea activității sau în afara sediului STC, nu printează, nu copiează și/sau fotocopiază documentele vreunei cereri de finanțare sau grilele de evaluare calitativă. În mod excepțional se poate solicita o copie a cererii de finanțare sau a grilelor de evaluare de la secretarul Comitetului de Selectie, după aprobarea Președintelui CS; documentele astfel obținute vor fi utilizate exclusiv la sediul STC; toate informațiile care privesc cererile de finanțare/aplicațiile vor fi păstrate în deplină siguranță, pe durata absenței Evaluatorului din spațiile dedicate activității de evaluare.
- respectă termenele limită pentru finalizarea evaluării aplicațiilor precum și condițiile de calitate cerute;
- completează cererile de clarificări (dacă este cazul) și le transmite Secretarului Comitetului de Selectie;
- analizează răspunsurile la solicitările de clarificări și revizuieste Grila de evaluare în consecință, dacă este cazul;
- asigură disponibilitatea sa pentru o analiză a evaluării aplicațiilor de către Președintele Comitetului de Selectie/Comitetul de Selectie, precum și pentru întâlnirile de lucru cu Președintele/membrii Comitetului de Selectie, în cazul în care Președintele/membrii Comitetului de Selectie solicită explicații suplimentare privind activitatea desfășurată;
- nu angajează discuții cu ceilalți evaluatori despre calitatea unui proiect și/sau alte aspecte legate de proiectele evaluate atât pe perioada de desfășurare a evaluării cât și în perioada post-evaluare. Acestea vor fi discutate strict cu Președintele sau Secretarul Comitetului de Selectie, *informațiile fiind confidențiale fata de alte persoane*;
- acceptă verificarea calității procesului de evaluare prin raportare la Regulile Programului și la procedurile aplicabile în vigoare, și dacă va fi cazul, reia evaluarea.
- oferă explicații detaliate aplicațiilor care contestă rezultatul evaluării;

- semnează o Declarație de confidențialitate și imparțialitate și o Declarație de disponibilitate;
- informează Președintele Comitetului de Selecție cu privire la orice potențial conflict de interese, în conformitate cu prevederile Declarației de confidențialitate și imparțialitate;
- respecta legea statului român, Statutul ADR SE, Regulamentul Intern, Regulamentul de Organizare și Funcționare al ADR SE, precum și alte regulamente interne ale ADR SE.

Nerespectarea/nesocotirea acestor responsabilități poate conduce la demararea procesului de cercetare disciplinară, aplicându-se prevederile stipulate în cadrul Regulamentului Intern al ADR SE, respectiv Codul Muncii.

**Limitele responsabilității:** pentru îndeplinirea atribuțiilor ce îi revin, titularul beneficiază de libertate decizională cu condiția ca deciziile luate să fie aduse la cunoștință și acceptate de către Directorul General al ADR SE.

**Delegarea responsabilităților:** conform deciziei Directorului General al ADR SE.

### Sfera relațională:

#### Intern:

- Relații ierarhice:
  - Subordonat față de: Șef STC/Directorul General al ADR SE;
  - Superior pentru: nu este cazul.
- Relații funcționale: cu evaluatorii din cadrul Unității de Evaluare Proiecte; angajații Secretariatului Tehnic Comun;
- Relații de control: Președintele Comitetului de Selecție;
- Relații de reprezentare: nu este cazul.

#### Extern:

- Cu autorități și instituții publice: nu este cazul;
- Cu organizații internaționale : nu este cazul;
- Cu persoane juridice private : nu este cazul;

**Poate înlocui pe:** nu este cazul;

**Poate fi înlocuit de:** nu este cazul.

### Întocmit de:

Nume și prenume: **Danut Ragalie**

Funcția: Șef STC

Semnatura: 

Data: 25.07 / 2019

### Luată la cunoștință de ocupantul postului:

Nume și prenume: **Macovei Florentina**

Semnatura:

Data: 25.07.2019 

<b>Stroici Olesea</b>	<b>Rolul propus în proiect: Expert cheie 3: expert-evaluator de monitorizare</b>
<b>References no.1</b>	<p><i>Name:</i> Emilia Cainarean  <i>Designation:</i> <b>Manager de proiect</b> în cadrul proiectului RMCO/4.3/1 „Reabilitarea și Modernizarea Birourilor Vamale de la frontiera moldo -romană, respectiv posturile vamale Albița - Leușeni, Sculeni – Sculeni și Giurgiulești – Giurgiulești”.  <i>Organization:</i> Serviciul Vamal al Republicii Moldova  <i>Contact Information</i> – tel: 069945575, email: <a href="mailto:rmco4.3vama2019@gmail.com">rmco4.3vama2019@gmail.com</a></p>
<b>References no.2</b>	<p><i>Name:</i> <b>Mincu Georgeta</b>  <i>Designation:</i> <b>Manager de proiect</b> în cadrul proiectului MIS-ETC 988 IMPEFO - îmbunătățirea cooperării transfrontaliere între Republica Moldova și România privind produsele petroliere și alimentare.  <i>Organization:</i> Serviciul Vamal al Republicii Moldova  <i>Contact Information</i> – Phone: +373 69 105 166, e-mail: <a href="mailto:gmincu@yahoo.com">gmincu@yahoo.com</a></p>
<b>References no.3</b>	<p><i>Name:</i> <b>Culibaba Serghei</b>  <i>Designation:</i> <b>Local Project Manager</b> în cadrul proiectului “Strategic Territorial Agendas for "Small and Middle-Sized Towns" Urban Systems”, finanțat de SE Transnational Cooperation Program.  <i>Organization:</i> Primăria mun. Bălți  <i>Contact Information</i> – Phone: + 373 79994846 e-mail: <a href="mailto:culibaba@yahoo.com">culibaba@yahoo.com</a></p>
<b>References no.4</b>	<p><i>Name:</i> <b>Cimpoies Vitalie</b>  <i>Designation:</i> <b>manager</b>  <i>Organization:</i> "EcoAgriNet"  <i>Contact Information</i> – Phone: + 373 69008119 email: <a href="mailto:vec@rambler.ru">vec@rambler.ru</a></p>
<b>References no.5</b>	<p><i>Name:</i> <b>Violeta Bulat</b>  <i>Designation:</i> <b>GIZ Project Advisor</b>  <i>Organization:</i> <b>GIZ (German International Cooperation Agency)</b>  <i>Contact Information</i> – Phone: + 373 60039972 email: <a href="mailto:violeta_bulat@yahoo.com">violeta_bulat@yahoo.com</a></p>