

POSITION: Senior Expert (Category 2, Reform of SOEs governance)

1. Objective(s) and linkages to Reforms

A Reform Support Team (RST) at the Ministry of Economic Development and Trade (MEDT) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis by the donors that provides targeted technical support and assists the Ministry in the design and implementation of priority reforms. The RST will assist in filling the capacity gaps in the design and implementation of priority reform strategies and programs, while strengthening links and partnerships between the Ministry's priorities and relevant donor support.

SOEs reform is part of National Reform Program implemented by National Reform Council. MEDT has made the reform of SOEs one of its top three priorities and is committed to building a healthy and transparent system that will aim to make Ukraine adherent to OECD Guidelines on Corporate Governance of SOEs. The reform aims for two main objectives:

- improvement of efficiency of state-owned enterprises;
- privatization of non-strategic SOEs.

A senior expert on Corporate Governance is vitally needed to support the Government of Ukraine and in particular MEDT in the fulfillment of the SOEs reform especially in implementation of corporate governance procedures.

A highly qualified professional is needed in order to draft, supervise and support the necessary products (documents) related to SOEs reform. Fulfillment of this function by the ministry personnel is not possible due to lack of civil servants' competence of best corporate governance standards and practices, and ability to adopt them in Ukraine.

2. Duration and proposed timeframe:

This consultancy appointment is expected to start in January'18 and has an estimated overall duration of 6 months. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended. The Consultant shall deliver services in Ukraine for no less than 20 working days per calendar month.

3. Main Duties and Responsibilities:

Support to Reform Teams (Working Groups) and Senior Project Manager

- data and information search, integration and analysis
- drafting of evidence-based policy and legal reform proposals
- support for training and capacity building of Reform teams
- project management support (development of project/reform implementation plan, risk management, change management, etc.)
- organizational and logistical support to Reform team (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals)
- preparation of timely and quality reports and status updates on implementation progress
- preparation of slides for presentations, infographics

- Develop new charters and rules of procedure of the Supervisory Board for companies under MEDT management
- Regular progress reports on reform development and implementation. Assist in selection process of members of Supervisory Boards in 15 large SOEs

4. Qualifications, Skills and Experience:

We are looking for experienced professional with background in analytics, change management, team management and/or procedures/law drafting. The person should obtain strong negotiations and collaboration skills, resilience and be highly motivated to deliver results in limited period of time and resources.

5.1 Qualifications and skills:

- Master degree in economics, international relations, law or business administration.
- Strong analytical, communication and presentation skills
- PC literacy (advanced PowerPoint, Project, Excel, Word skills; Visio is an asset)
- Fluency in Ukrainian and English

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 3 years), preferably 5 years of experience in research and analysis, law, public or business administration, consulting, communications.

5.3 Specific professional experience:

- Proven knowledge and professional experience in data collection and analysis
- Experience with the reform implementation in Ukraine, especially as related to SOE governance is a plus
- Experience with government entities and their mandate and processes is an asset

6. Value of the assignment

The estimated monthly value of this consultancy position is in the region of EUR [800-1400]. The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account. Please note selection and contracting will be subject to the availability of funding

7. Submissions

All submissions must include:

- a completed Application Form,
- the candidate's Curriculum Vitae
- Reference Letter from a recent supervisor (original in English, or Ukrainian with English translation) together with the contact details for two further referees who, if contacted, can attest to the professional and/or educational background of the candidate. Reference checks will be conducted at the discretion of the Recruitment Committee and Recruitment Panel.

Only applications which have been submitted using the correct template and are completed will be considered.

8. Selection Procedure

Following the evaluation of all applications received, selected candidates will be invited to a brief written test in MEDT (Kyiv, Hrushevskogo str.12/2) covering both general and technical questions in both English and Ukrainian. Only short-listed candidates will be invited to an interview.

Senior Expert (Category 2, State owned enterprise privatization)

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The State is the largest owner of commercial assets in Ukraine. The main task of the Government of Ukraine (hereinafter referred to as "Government") is to make sure these assets create value for the main owner, the Ukrainian people.

The State must be a professional and responsible enterprise owner and make concentrated efforts to increase the value of their assets, while at the same time corporate governance of such enterprises must be transparent and adhere to the Guidelines on Corporate Governance of State-Owned Enterprises developed by the Organization for Economic Cooperation and Development (hereinafter "OECD Guidelines").

Ukraine has 1833 operating SOEs (out of 3350 registered SOEs) together they generated USD 5 billion in losses in 2014. The Ukrainian SOE sector badly needs reforms, because it negatively influenced Ukrainian economy.

Ministries should not manage SOEs. They should focus on the regulatory functions vested with their ministries, as well as reform. Moreover, SOEs should not be managed by the political level in a government. SOEs will be transferred away from the line ministries, with the only exception being those SOEs that do not have commercial objectives and perform regulatory functions.

2. Duration and proposed timeframe:

This consultancy appointment is expected to start in January'18 and has an estimated overall duration of 6 months. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended. The Consultant shall deliver services in Ukraine for no less than 20 working days per calendar month.

3. Main Duties and Responsibilities:

- Facilitate preparation of relevant priority work plans, allocation of responsibilities, resource planning and coordination support;
- Collect, elaborate and submit of all relevant documents and materials (e.g. work plans, reports, analyses and proposals) needed for the activities of all relevant technical aid projects and expert missions;
- Support the identification, collection, collation and analysis of relevant data and information
- Assist in the design, preparation and coordination of implementation of strategical framework in devoted areas
- preparing of timely and quality reports and status updates on implementation progress
- preparation of slides for presentations, infographics
- Participate in drafting of privatization law
- Assist in process of transferring of 50 SOEs from MEDT to SPFU for privatization
- Start small privatization via Prozorro (experiment)
- Regular progress reports on reform development and implementation
- Analyze Financial plans of SOEs under MEDT management
- Contribute to the creation of a list of all SOEs for liquidation

and a study of the estimated necessary financial resources and macroeconomic effects of this reform

4.. Qualifications, Skills and Experience:

We are looking for experienced professional with background in analytics, change management, team management and/or procedures/law drafting. The person should obtain strong negotiations and collaboration skills, resilience and be highly motivated to deliver results in limited period of time and resources.

5.1 Qualifications and skills:

- Master degree in finance, economics, law or business administration.
- Strong analytical, communication and presentation skills
- PC literacy (PowerPoint, Project, Excel, Word; Visio is an asset)
- Fluency in Ukrainian and English

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 3 years), preferably 5 years of experience in economic research and analysis, project management, public or business administration, financial consulting

5.3 Specific professional experience:

- Proven knowledge and professional experience in data collection and analysis, project management methodologies and practices
- Experience with the reform implementation in Ukraine, especially as related to privatization as a plus.
- Knowledge and professional experience in organizational development, change management, business processes reorganization and improvement.
- Law drafting experience is a plus.

6. Assignment value

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