***TERMS OF REFERENCE***

***PROJECT MANAGER***

***OF STATE-OWNED ENTERPRISES REFORM***

For a long time after Ukraine regained its independence, successive governments in Ukraine have shown a lack of attention to SOEs. As a result, this sector of the Ukrainian economy has barely undergone any changes. Therefore, the low efficiency of SOEs is a glaring consequence of ignoring the problem for the past twenty-four years and the key reason for the need of reform.

State-owned enterprise (SOE) reform pursued two goals: improve the efficiency of SOEs through better governance practices and start transparent privatization on non-strategic SOEs. The key initiatives include: 1) corporate governance and transparency in line with OECD recommendations (independent supervisory boards, including for Naftogaz, more stringent and mandatory audit requirements for largest SOEs, public annual and quarterly reports on performance of TOP100 SOEs); 2) appointment of new CEOs through open and competitive process and market salaries for top managers of SOEs; 3) restructuring and corporatization of largest SOEs; 4) better financial plans and clear objectives for SOEs; 5) triage of all enterprises into those which are subject to privatization, liquidation or which are strategic and should be governed by the State.

Management

* Developing the sector’s reform agenda and work planning
* Supervision of planning and reporting
* Mentoring the team of analysts assigned to the project

Operations

* Develop and deliver products (documents) related to reform of state-owned enterprises as per plan
* Operational management of the achievement of project outputs according to the IMF Memo and Action plan of the Government for 2016
* Ensure the effective and flexible coordination and implementation of the project;
* Coordinate work of the Ministry related to state-owned enterprises
* Manage changes to laws and secondary legislation in order to enhance SOEs performance

Qualifications and Experience

The incumbent is expected to have the following qualifications:

* Strong analytical skills
* Knowledge of business process, management practice is a plus
* Preferably at least 5 years of experience in project management, investment banking, strategy consulting, corporate finance/financial advisory
* Understanding of the reform agenda, especially corporate governance, privatization, liquidation
* Master's degree in Economics, Finance or Banking (Western education is preferable)
* Proactive team manager with strong leadership skills and deep business judgment
* Fluency in English, Russian and Ukrainian
* Ability to work overtime and under tough deadlines