

**REPUBLIC OF SERBIA
COMPETITIVENESS AND JOBS PROJECT
Loan No. 8528 YF**

**REQUEST FOR EXPRESSIONS OF INTEREST FOR
INDIVIDUAL CONSULTANCY SERVICES**

LEAD RESULTS BASED MANAGEMENT EXPERT

Republic of Serbia was granted a loan from the International Bank for Reconstruction and Development to improve the competitiveness and employment toward the cost of the Competitiveness and Jobs Project (Project) and intends to apply part of the proceeds to payments for individual consultancy services under this Project.

Public Policy Secretariat of the Republic of Serbia (PPS) needs to engage (contract) one Lead Results Based Management Expert (Lead RBM Expert).

Background

The main goal of the Project is to improve the efficiency and coordination of selected public programs to mitigate the constraints for competitiveness and job creation, including investment and export promotion, innovation, active labour market programs, employment mediation and activation of users of social assistance. The Project incorporates three ministries — the Ministry of Economy (plus its development agencies), Ministry of Education, Science and Technological Development and Ministry of Labor, Employment, Veteran and Social Affairs — and the Public Policy Secretariat in the implementation and piloting of the policy planning, monitoring and coordination (PPMC) framework. The Project is expected to lead to better designed and better coordinated policies, since it is anticipated that, through piloting the PPMC system, they will become part of a clear, strategic framework with a robust monitoring and evaluation system. The central institution responsible for coordination of the project is the PPS, with the assistance of Project Implementation Unit established in the PPS, as a technical coordination unit of the Project.

The PPS is responsible for the achieving results within **Component A.1**. This Component supports planning, monitoring and coordination of public policies through: creation of an inter-ministerial policy planning, monitoring, and coordination (PPMC) framework (in support of competitiveness and jobs reforms); development of individual planning and monitoring frameworks at the ministry level; piloting of the PPMC system, including through semi-annual progress reports and annual performance review reports with inputs from each participating ministry.

Objective of the Assignment

Lead RBM Expert is a fundamental position required for assisting the PPS in building the capacity necessary to implement the PPMC framework, and achieve the deliverables of the Project associated with Component A.1.

The PPMC framework aims at achieving better designed and better coordinated policies. The PPMC project framework is composed of an institutional organizational structure, monitoring and reporting system, and procedures integrating evidence-based project findings within the RS in the area of competitiveness and jobs. If successful, this framework and strategic planning structure could be upscale to include other ministries and agencies in the future.

Scope of work

Lead RBM Expert will be supported by one Results Based Management Specialist.

Lead RBM Expert will manage and coordinate the implementation of the PPMC framework of the Project.

Lead RBM Expert will ensure that the PPMC framework is being implemented according to the processes outlined in the Project Operations Manual and with respect to the rules and regulations contained within the Project Operations Manual, the Loan Agreements, and the Project Appraisal Document.

Together with the relevant project stakeholders, the Lead RBM Expert will work with the Impact Evaluation Lead to assist with project management and implementation responsibilities with the aim of assessing, evaluating and improving the efficacy of the results-based monitoring mechanisms implemented through the Project. The Lead RBM Expert will, along with the Impact Evaluation Lead, assist in the preparation of the semi-annual reports (the mid-year progress report and year-end performance report), and in the analysis of the methods of using the semi-annual reports in order to create better designed and better coordinated policies that are based on evidence, and results.

As such, the Lead RBM Expert will integrate the reporting methodology of the Project, with the information system developed through PPS, and assist with the development of this information system as required by the PPS.

Based on the RBM readiness assessments conducted as a result of this Project, the findings of the Impact Evaluation Lead, as well as on the outputs of the IPA funded project 'Reforming Policy Coordination and the Centre of Government – Third Phase', the Lead RBM Expert will develop recommendations on how to embed the RBM practice in to the policy planning cycle in the RS. Additionally, the Lead RBM Expert will work closely with other relevant ministries, and consultants (including those from the CIIP grant) on developing and harmonizing a unified hierarchy of results indicators to enable RBM within the context of the Project.

Lead RBM Expert will have the following scope of work:

1. Oversee the results-based management aspects of the PPMC Framework of the Project.
2. Support technical work such as reviewing RBM methods, carrying out training needs, designing RBM tools and advising RBM technical assistance.
3. Oversee and participate in the process of monitoring, reporting, and evaluation.
4. Assist the PPS in developing budgetary plans and programs that apply RBM methodology and are aligned with the findings of the study.
5. Assist with the development and streamlining of the information system as required by the PPS.
6. Participate in relevant conferences, workshops and training events as required to fulfill tasked role.
7. Identify the strengths and weaknesses of the PPMC framework in applying a results-based approach, and suggest methods for improvement.
8. Assist the PPS in their leadership role in the Inter-ministerial Coordination Body (IMCB).
9. Assist the PPS in synthesising and analysing the findings from the Project monitoring and reporting templates and preparing the progress report and performance report.
10. Identify opportunities for upscaling the pilot project to other ministries and institutions.
11. Assist in transcribing the results from the Competitiveness and Jobs project to inform the design of the possible upcoming Public Sector Employment and Performance World Bank loan.
12. Perform other duties in support of Project implementation as required by the PPS Director.

The Lead RBM Expert is also expected to, inter alia:

1. Perform, and improve on existing, evidence reviews of best practice examples in results based management (planning, monitoring, and evaluation) in the field of policy planning and update as needed.
2. Assist in the data collection of the mid-year progress report and year-end performance review as required by the PPS (Ongoing).
3. Assist in the analysis and preparation of the mid-year progress report and year end performance review to be published publicly on the PPS website (See DL11). (July 2016; January 2017; July 2017; January 2018; July 2018; January 2019).
4. Prepare a brief summary reports following each progress report and performance review describing the efficacy of the RBM approach in the Competitiveness and Jobs project and identifying specific strategies for improvement based on the existing legal framework in RS. (July 2016; January 2017; July 2017; January 2018; July 2018; January 2019).
5. Prepare a brief report identify opportunities for upscaling the pilot project to other ministries and institutions (Dec 2018).

6. Prepare a brief report and recommendations for improvement of legislative framework regarding planning system in the RS, including the information system developed through the PPS (Ongoing).

Experience and Qualifications

- Postgraduate academic or professional degree (master's degree, specialist academic degree, or specialist professional degree), or graduate degree awarded following the completion of a course of study of at least four years' duration;
- At least seven years of relevant professional experience;
- Experience (gained in the capacity of a lead results based management expert or in a similar position) in managing at least one project funded by the World Bank or other international organisation (preferable);
- Experienced in Results Based Management techniques and processes (preferable) ;
- Good spoken and written Serbian and English;
- Excellent communication, organisation, and teamwork skills;

Timing and Duration

The Lead RBM Expert will be engaged on part-time basis whereas the total engagement is to be assessed as required by the project timeline, on one year basis with the possibility of annual renewal based on performance.

The Project Implementation Unit within the Public Policy Secretariat of the Republic of Serbia will administer the Contract with the selected consultant. The Public Policy Secretariat now invites eligible individual consultants to indicate their interest in providing the services.

The individual consultants will be selected in accordance with the procedures set out in the World Bank's [*Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers January 2011 Revised July 2014*](#)

Interested and eligible individual consultants for this position should send Expression of Interest, together with information on relevant experience and CV, by e-mail (with the exact title of the position in the "Subject" of the e-mail) to the contact information listed below.

Expressions of interest must be delivered by **May 06, 2016, 12:00 Noon, local time.**

Contact:

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