

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

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

**IMPACT EVALUATION LEAD**

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 Impact Evaluation Lead.

**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**

The Impact Evaluation Lead is a fundamental position required for assisting the PPS in building the capacity necessary to implement the PPMC System, and achieving the deliverables of the project associate 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.

The Impact Evaluation Lead is expected to work closely, coordinating with other experts engaged in the project including the CIIP grant experts, on monitoring and evaluating the impact of the PPMC System on competitiveness and jobs in the Republic of Serbia.

The Impact Evaluation Lead will focus primarily on the Project, will identify programs and legislations requiring impact evaluations, will justify their inclusion or exclusion, and produce reports as necessary. Additionally, the Impact Evaluation Lead will align their work with the CIIP grant experts, who will be performing impact evaluations of the other relevant competitiveness programs and policies in the Republic of Serbia.

The team envisioned for the Impact Evaluation component of this Project will include one Impact Evaluation Lead, and two Impact Evaluation Specialists that will support the efforts of the Impact Evaluation Lead.

### **Scope of work**

1. Prioritize and perform impact evaluations of the policies, programs and activities undertaken by the ministries through the Project.
2. Produce publishable electronic and hard copy reports based on the impact evaluation findings, including recommendations, taking into account the findings of the Lead Result Based Management Expert and CIIP grant consultants.
3. Support the technical work in the PPS by reviewing impact evaluation methods, carrying out training needs, designing impact evaluation tools and advising on other impact evaluation programs in the PPS, as necessary.
4. Strengthen the capacities of the participating institutions in performing impact assessments in the area of competitiveness and jobs.
5. Participate in relevant conferences, workshops and training events, as required to fulfill tasked role.
6. Coordinate work with the two Impact Evaluation Specialist allocated to the project.
7. Perform other duties in support of Project implementation as required by the PPS Director.

The Impact Evaluation Lead is also expected to, inter alia:

1. Perform an evidence review of best practice examples in the area of policy reform impact evaluations, and update as needed (ongoing).
2. Working closely with the CIIP grant consultants, identify the policies, programs and activities, both within and outside of the scope of the Project, important for evaluation and create a hierarchy of priorities.
3. Identify policies and programs, related to the Project, that could be subject to robust impact evaluations and work with the responsible ministries and institutions to design and implement such evaluations, using such techniques, where applicable, as randomized control trials, regression discontinuity design, difference-in-differences, propensity score matching, etc. It is foreseen that the Impact Evaluation Lead undertakes robust impact evaluations of programs included in the Project such as those of the Ministry of Economy, Matching Grnats Program and Technology Transfer Facility from the Ministry of Education, Science and Technological Development, and others (ongoing).
4. Prepare reports on findings and present these to the PPS as necessary (ongoing).
5. Working closely with the CIIP grant consultants, the Lead Results Based Management Expert, the Project Implmetation Unit, and the PPS evaluating the impact, of the PPMC System, with the aim of identifying the importance of upscaling (2018).
6. Prepare a brief report identifying opportunities for upscaling the pilot project to other ministries and institutions, working together with the Lead Results Based Management Expert (Dec 2018).

### **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;
- Extensive academic knowledge in impact evaluation techniques (preferable);
- Ten years of relevant professional experience (preferable);
- Experience (gained in the capacity of Impact Evaluation Lead or in a similar position) in managing at least one project funded by the World Bank or other international organisation; (preferable);
- Knowledge and experience in applying academic impact evaluation techniques, tools and methodologies (preferable);
- Significant experience in performing impact evaluations of large-scale projects (preferable);

- Good spoken and written Serbian and English;
- Excellent communication, organisation, and teamwork skills.

### **Timing and Duration**

The Impact Evaluation Lead 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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