**Vacancy Announcement No.17**

**Senior non-key expert** (SNKE) for conducting an analysis of the effects of ALMP[[1]](#footnote-1)s implemented through LEAP[[2]](#footnote-2)s with emphasis on targeting and employment outcomes with recommendations for improvement,required by the EU funded project **“Technical Assistance on implementation, monitoring, and evaluation of employment policy at national and local level and strengthened capacities to participate in ESF”** (NEAR/BEG/2022/EA-RP/0105)

1. **Project background**

The project **“Technical Assistance on implementation, monitoring, and evaluation of employment policy at national and local level and strengthening capacities to participate in the ESF**” is funded by the European Union under IPA II for the year 2020. The project is managed by the Ministry of Finance, Department for Contracting and Financing of EU funded Programme. The main project beneficiaries are the Ministry of Labour, Employment, Veteran and Social Affairs and the National Employment Service.

The **overall objective** of the project is **to enhance employment and employability of the labour force focusing on youth, persons with disabilities, long-term unemployed and women.**

The **specific objectives** (Outcomes) of this contract are as follows:

* To support the MoLEVSA, NES and LSGs[[3]](#footnote-3) in improving effectiveness of ALMPs through improved design and analytical base for their implementation **(Outcome 1)**
* To build capacities of the relevant actors in the field of employment (MoLEVSA, NES, LSGs and other actors) to better perform their tasks related to implementation, monitoring and evaluation of ALMPs[[4]](#footnote-4) **(Outcome 2)**
* To ensure that Serbian institutions and other relevant actors are supported to meet the requirements of cohesion policy and participation in the European Social Fund **(Outcome 3)**
* To support piloting of Youth Guarantee Programme **(Outcome 4)**

## The expected outputs to be achieved are:

* *Output 1*: Analytical base for the designing and implementation of more effective ALMPs enhanced - to Outcome 1
* *Output 2:* Capacity for design, implementation, monitoring and evaluation of active labour market policy enhanced - to Outcome 2
* *Output 3:* Serbian institutions and other relevant actors in the field of employment are prepared to meet the requirements of cohesion policy and participate in the European Social Fund - to Outcome 3
* *Output 4:* Framework for piloting a Youth Guarantee Programme established - to Outcome 4
1. **Objectives of assignment**

The SNKE will provide support to Component 1 “To support the MoLEVSA, NES and LSGs in improving effectiveness of ALMPs through improved design and analytical base for their implementation” within which, the following outputs is to be achieved**:**

**PO 1 -** Analytical base for the design and implementation of more effective ALMPs enhanced

**PO 1.2** - Framework for designing local labour market policy enhanced

The SNKE expert will provide support to the following project activity under the Component 1 (with reference to the project Terms of Reference):

**Activity 1.2.1 - Conduct an analysis of the effects of ALMPs implemented through LEAPs with emphasis on targeting and employment outcomes with recommendations for improvement.**

**Specific tasks:**

* **Defining the objectives of the analysis:** toassess the effects of ALMPs implemented through LEAPs during 2021 and 2022; special focus to be put on the employment effects and outcomes of the implemented measures segregated per hard-to-employ category.
* **Designing the methodological approach:** will include the following tasks:

**a)** Formulate the assessment questions which will be consulted and agreed with the MoLEVSA and NES;

**b)** Define a variety of data and quantitative techniques that will need to be collected, examined, and analysed, in particular:

* + The NES data on the co-financed ALMPs implemented within the adopted LEAPs;
	+ The NES data on the ALMPs funded by LSGs and implemented upon the technical cooperation agreements concluded between LSGs and NES;
	+ Data on local labour markets to analyse whether target groups addressed by the specific LEAP correspond to their situation on the labour market;
	+ Data and segregate findings per level of development of LSGs - in line with the current legal act adopted by the Government.
1. Define the scope of the qualitative techniques that will be applied, e.g. the number of interviews conducted with the representatives of LECs/LSGs and NES Branch offices and
2. Define the elements of good practise examples to be detected and presented in the analysis report for those LSGs where 180 days passed, assessment of effects of ALMPs supported within GIZ project „Support to the Ministry of Labour, Employment, Veteran and Social Affairs (MoLEVSA) in piloting of innovative employment solutions”.
* **Carrying out the analysis and elaboration of recommendations:** a)elaboration of the Analysis Report including draft recommendations for improvements; b) Analysis Report and recommendations shall be agreed with the MoLEVSA and NES during the workshop organised by the TA project.

**Expected outputs/deliverables:**

Under the supervision of the project Team Leader the expert is expected to produce the following deliverables:

**Activity 1.2.1**

* An analysis of the effects of ALMPs implemented through LEAPs with emphasis on targeting and employment outcomes
* Elaborated recommendations for improvement based on the analysis findings

The timeframe set in the project work plan for the related activities must be observed in providing this support.

1. **Expert profile**

Qualifications and skills:

* University degree academic level in the field of Economy, Social sciences or other related subjects.
* Good command of English written and spoken.
* Computer literacy (command of Microsoft Office (Word, Excel, PowerPoint, etc.) and the Internet).
* Excellent communication and presentation skills.
* Analytical experience and skills.
* Excellent reporting skills.
* Ability to work in a team.

General professional experience

* Minimum 7 years of general postgraduate professional experience in the field of employment and/or social policy.

Specific professional experience

* 5 years of postgraduate professional experience in the ALMPs/ Assessment.
* Previous experience in similar assignment and cooperation with public sector institutions in Republic of Serbia and EU countries will be considered as an asset.
1. **Location and timing**

The assignment shall be implemented in Belgrade, Republic of Serbia:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Position** | **Period of engagement** | **No. of WDS** | **Activity number** | **% of time to be spent in Republic of Serbia** |
| **SNKE** | **April 2024 – August 2024** | **Up to 20 working days** | **1.2.1** | **100%** |

In case of activity requiring travel and/or stay outside Belgrade, costs of travel, accommodations and meals will be covered by the project.

1. **Reporting**

The expert will deliver monthly reports in the English language on last workday of the month she/he worked, with attached all written deliverables and submitted to the Team Leader. The report will be attached to the expert’s draft timesheet.

1. **Application**

Application letter and EU format CV, both in English, must be submitted by e-mail to projekti.medjunarodna@minrzs.gov.rs , evukcevic@archidata.it and Lpavlovova@yahoo.com no **later than 22.3.2024.** titled: **“Application for conducting an analysis of the effects of ALMP[[5]](#footnote-5)s implemented through LEAP[[6]](#footnote-6)s with emphasis on targeting and employment outcomes with recommendations for improvement”.**

References must be available on request.

Only short-listed candidates will be contacted.

The Project is an equal opportunity employer, in respect of the principles of good governance, sustainable development and gender equality.

* All applications will be considered strictly confidential.
* Advertised posts are not available to civil servants or other officials of the public administration in the beneficiary country, Serbia.
1. ALMPs – active labour market policies [↑](#footnote-ref-1)
2. LEAPs – local employment action plans [↑](#footnote-ref-2)
3. MoLEVSA – Ministry of Labour, Employment, Veteran and Social Affairs

NES – National Employment Service

LSGs- local self-governments [↑](#footnote-ref-3)
4. [↑](#footnote-ref-4)
5. ALMPs – active labour market policies [↑](#footnote-ref-5)
6. LEAPs – local employment action plans [↑](#footnote-ref-6)