**Vacancy Announcement No.12**

**Senior non-key expert (SNKE)** to analyze post-placement support available at the EU level, possible providers and provide guidelines and recommendations for its introduction and conduct an analyses on how employment policy is implemented in the EU member states, mapping the dynamic between policy making and implementing levels, communication between PES central office and local branches, role of CSOs and other relevant actors in the field of employment and present results to BIs required by 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 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[[1]](#footnote-1) 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[[2]](#footnote-2) **(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)**

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## 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 “Support the MoLEVSA, NES and LSGs in improving effectiveness of ALMPs through improved design and analytical base for their implementation” and to Component 3 “To ensure that 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 (ESF +)” within which, the following outputs are to be achieved**:**

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

**Output 1.1** Analytical framework for improving the design and implementation of new/modified ALMPs enhanced

**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 (ESF +)

**Output 3.1** Analyses on employment policy in the EU member states prepared

The SNKE expert will provide support to the following project activities under Component 1 and Component 3 (with reference to the project Terms of Reference):

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| --- | --- |
| **Activity 1.1.7** | Analyze the post-placement support available at the EU level, possible providers and provide guidelines and recommendations for its introduction |

|  |  |
| --- | --- |
| **Activity 3.1.1** | Conduct an analyses on how employment policy is implemented in the EU member states, mapping the dynamic between policy making and implementing levels, communication between PES CO and LB, role of CSOs and other relevant actors in the field of employment and present results to BIs |

**Specific tasks:**

**Activity 1.1.7**

* Analysing the post-placement support available in EU
* Elaborating recommendations and guidelines for introduction of post-placement support and proposal for potential providers

**Activity 3.1.1**

* Defining the scope of the analysis and methods applied
* Analysing the implementation of employment policy in EU Member States and key actors
* Analysing the dynamic of cooperation between policy making and implementing levels in EU countries
* Analysing the relations and communication between PES central offices and local branches
* Analysing the role of CSOs and other relevant actors in the field of employment policy
* Drafting the report with case studies that might be suitable for the Serbian situation

**Expected outputs/deliverables:**

Under the supervision of the project Team Leader and in close cooperation with KE2, the expert is expected to produce the following deliverables:

**Activity 1.1.7**

* Analysis of the post-placement supports available in the EU member states
* Recommendations and guidelines for introduction of post-placement support and proposal for potential providers

**Activity 3.1.1**

* Analysis on how employment policy is implemented in the EU member states, mapping the dynamic between policy making and implementing levels, communication between PES central office and local branches, role of CSOs and other relevant actors in the field of employment
* Report on presentation of the findings and discussion with the beneficiaries

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 design, implementation, or monitoring of employment policies.
* Experience in analyzing employment policies in the EU member states will be considered as an asset.

1. **Location and timing**

The assignment shall be implemented in Belgrade, Serbia, in the period: activity 1.1.7: from January – April 2024 up to 15 working days; activity 3.1.1: from September to December 2024, up to 20 working days. The number of days is subject to extension as needed.

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](mailto:projekti.medjunarodna@minrzs.gov.rs) , [evukcevic@archidata.it](mailto:evukcevic@archidata.it) and [Lpavlovova@yahoo.com](mailto:Lpavlovova@yahoo.com) no **later than 12.2.2024** titled: “Application for the position – SNKE for conducting analysis of the post-placement support available at the EU level, possible providers, guidelines and recommendations for its introduction and analyses on how employment policy is implemented in the EU member states, including mapping the dynamic between policy making and implementing levels, communication between PES central office and local branches, role of CSOs and other relevant actors in the field of employment and present results to BIs”.

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. MoLEVSA – Ministry of Labour, Employment, Veteran and Social Affairs

   NES – National Employment Service

   LSGs- local self-governments [↑](#footnote-ref-1)
2. ALMPs – active labour market policies [↑](#footnote-ref-2)