

**TERMS OF REFERENCE  
for the National Expert  
to work within the  
Gender Responsive Budgeting In Ukraine Project (GRB Project)  
Project registration number 5507004701**

<b>Location:</b>	Ukraine, Kyiv The Project is set up in Kyiv, and the expert will work full time within a team of GRB experts
<b>Contract type:</b>	Individual contract
<b>Languages required:</b>	Ukrainian, English
<b>Period:</b>	March 1 <sup>st</sup> - December 31 <sup>st</sup> 2019 -with possibility of yearly extensions until end of 2020

**1. Background and Brief Description of the Project:**

The "Gender budgeting in Ukraine Project" (GRB Project) by Sweden and implemented by NIRAS Sweden in cooperation with CPM International. The aim of the project is to introduce gender responsive budgeting (GRB) in Ukraine in compliance with the on-going public finance management process. The introduction of GRB in Ukraine is led by the Ministry of Finance of Ukraine.

While the Ministry of Finance is leading the GRB process, the project is also cooperating with line ministries, oblasts/ rayons and cities and other partners. The implementation period of the project is 2014-2020. The general approach of the GRB Project is based on the best international practices and envisages testing of GRB activities at the level of pilot ministries and oblasts, supporting gender analysis and improvement of programs funded from budget, followed by amendments in the legal framework to integrate GRB approach in the budget process in Ukraine.

**2. Overall Goal of the Project:**

The goal of the project is to contribute to an increased economic efficiency and effectiveness in budget allocations that take into account different needs of women and men in different socio-economic positions.

**3. Tasks and Responsibilities:**

Working under the overall supervision of Team Leader and the Deputy Team Leader, the National expert will provide technical support specifically, but not limited to, the following areas:

- Cooperate with oblasts, cities of oblast significance, rayons and amalgamated territorial communities (ATCs) in introducing gender budgeting (GRB) in Ukraine:
  - participate in developing a curricula of trainings and deliver trainings on budget literacy and GRB for representatives of oblasts, cities of oblast significance, rayons, and ATCs,
  - support the work on gender budget analysis of programs financed from local budgets,
  - provide expert advisory support to oblasts, cities of oblast significance, rayons, and ATCs on the application of the gender responsive approach in the budget process,
- Participate in the preparation of Project plans and reports
- Cooperate with other project partners, and prepare and deliver GRB trainings for project partners

- In cooperation with the Communication expert participate in preparing regular information on ongoing activities and project outcomes at the local level for the web site and other communication tools
- Participate in all other project related exercises including evaluations, summaries of lessons learnt or follow-up plans;
- Present the project at international, national and regional meetings and conferences;
- Other tasks as agreed with the Team Leader and the Deputy Team Leader.

#### 4. Competencies

##### Core values

- Demonstrates integrity and fairness by modeling ethical values and standards;
- Displays cultural, gender, religion, race, nationality, and age sensitivity and adaptability;
- Treats all people fairly without favoritism;
- Demonstrates responsibility to meet commitments, observe deadlines and achieve results.

##### Core competencies

- GRB: Experience in the application of gender responsive budget methodology and gender mainstreaming;
- PFM: Strong experience in public finance management processes in Ukraine at the state and local levels;
- Trainings and capacity building: significant experience in leading capacity building workshops and trainings;
- Communication: Excellent communication skills, including ability to convey complex concepts and recommendations, both orally and in writing, in a clear and persuasive style tailored to match different audiences;
- Team work: Ability to interact, establish and maintain effective working relations with a culturally diverse team, to build trust, and to manage in a deliberate, transparent and predictable way;
- Client orientation: Ability to establish and maintain productive partnership with stakeholders and pro-activeness in identifying of beneficiaries and partners' needs, and matching them to appropriate solutions.

#### 5. Qualifications

- Master's degree in economics, statistics, gender and development studies, or similar;
- Minimum of 5 years' experience in public finance management, economics, gender responsive budgeting, gender mainstreaming, public policy, or related fields;
- Proven knowledge of the policy and budget making process in Ukraine, in particular, PFM system reform, program performance budgeting and medium-term budget planning;
- Proven record of good relationships and experience of collaborative activities with the national partners;
- Excellent oral and written communication skills in Ukrainian and English.