

CALL FOR CVS FOR FRAMEWORK AGREEMENT International Experts Roster

Provision of Short to Medium Term Consultancy Services for the EU-funded Project “Support to Justice Sector Reforms and Digitalization in Ukraine” (Pravo-Justice)

I. PROJECT

The **Support to Justice Sector Reforms and Digitalization in Ukraine (Pravo-Justice) project**, implemented by Expertise France (EF) with funding from the European Union, accompanies Ukrainian authorities in the process of comprehensive justice sector reform, in line with the EU-Ukraine Association Agreement and European standards and comparative best practices. Since 2017, the Project has supported an ambitious sectoral reform agenda, which includes justice sector policy development, steering and coordination (Component 1), judiciary reform (Component 2), property rights protection, private legal professions development and reform of penitentiary and probation systems (Component 3), and digitization and digitalization of justice-related business processes (Component 4).

In the context of the Project’s extension (Phase II) through May 2023, Expertise France seeks international and national (Ukrainian) consultants with a particular expertise related to:

Component 3 – Enforcement

II. CONTEXT

The Project seeks the services of **10 international short to medium term experts (ISTEs)** to support the implementation of initiatives related to enforcement, bankruptcy, notary and prisons reform in Ukraine. Component 3 aims to ensure that enforcement of court decisions is enhanced in civil and criminal cases, providing support to the Ministry of Justice, Probation Center, private legal professional associations such as private enforcement officers (PEOs), bankruptcy trustees (BTs) and notaries (Association of PEOs, Association of BTs, Notary Chamber). The interventions of Component 3 focus on improving enforcement of court judgments, increasing efficiency of bankruptcy procedures, protecting property rights, and supporting the development of private legal professions (private enforcement officers, bankruptcy trustees and notaries). The Component also supports the introduction of a more evidence-based approach to administering punishment which aims to assist, support, and encourage the offender's rehabilitation without isolating him or her from society.

III. CONTRACTING MODALITY

Successful candidates will be engaged under framework contracts for the duration of the Project (July 2021 – June 2023), with a maximum contract value to be determined at the contracting stage following a determination of the candidate’s expertise in relation to the project’s needs and the number of workplan activities he/she may be eligible to provide services under. The overall

contract value is a ceiling, and as such payment of the full value of the contract is not binding. Expertise France retains the right not to request further expert assistance under the framework contract.

Services are engaged only under specific mission Task Orders, which are approved by Expertise France and countersigned by the Expert.

Payment for services is based upon one or more lump sum posts for specific deliverables, to be specified under mission Task Orders. All deliverables will be thoroughly reviewed by the Team Leader and Component Lead prior to submission to the Expertise France Project Manager for final approval and payment. Payment to the Expert is due only after final completion of the deliverable and full review and approval by Expertise France.

IV. APPLICATION INSTRUCTIONS & SELECTION PROCESS

Applications must be submitted via Expertise France's recruitment portal. Applications will not be accepted by any other means.

The application package must contain the following elements:

- I. Candidate Form for Individual Expertise duly completed and signed
 - a. List the areas of expertise and specific workstreams for which they would like to be considered;
 - b. Specifically address and respond to the minimum qualifications listed under each workstream;
 - c. Mention the approximate availability of the expert (measured in indicative number of working days available per month);
 - d. For international experts – indicate whether the expert is available for travel to Ukraine (mainly Kyiv).
- II. Declaration of Honor On Exclusion Criteria And Absence Of Conflict Of Interest (Individual Expertise) duly completed and signed
- III. CV according to attached template
- IV. Third Party Identification Form duly completed and signed
- V. All documents proving compliance with Expertise France's below-mentioned eligibility requirements

Eligibility requirements

Candidates shall:

- Be either a natural person, or a duly registered company under sole proprietorship of a natural person. If an applicant is a company, its staff/experts engaged for the purposes of the present call shall comply with the minimal qualification requirements;
- Be duly registered as a taxpayer in their country of residence and be responsible for their own taxes. For individual national experts, registration as a private entrepreneur or a self-employed person in Ukraine is required.

Candidate selection

Evaluation and selection of Experts is carried out in two stages:

Stage I: Minimum qualifications screening. Prior to detailed evaluation, all applications will be thoroughly screened against the below shortlisting criteria (minimum qualification requirements) to determine whether they are eligible for further evaluation. Due to the high volume of applications, meeting the minimum qualifications does not automatically mean advancement to Stage II.

Stage II: Evaluation of technical proposals. Short-listed candidates will then be invited to an interview or invited to submit a technical note based on the specific terms of reference for the workstream. Technical knowledge and skills will be evaluated on the basis of the interview or technical note submitted, in accordance with the scoring scheme under Knowledge and Skills.

The candidate achieving the highest cumulative score for the Technical Evaluation will be recommended by the Evaluation Committee for contracting. Other candidates who are highly qualified but not selected for contracting at this stage may be kept on a roster for specific assignments at a later date.

VI. EXPERT VACANCIES

There are 10 roster positions foreseen under this framework call for CVs. More specific mission descriptions can be found in annex.

The overall objectives of the expertise missions will be to:

- Provide comprehensive support to the development of regulatory frameworks in the areas of enforcement, bankruptcy, and registration of property titles;
- Enhance capacities of professional self-governance bodies of PEOs, BTs and notaries;
- Provide support to the development of capacities of the Probation Centre;
- Provide support to the Ministry of Justice for the implementation of prison reform.

INTERNATIONAL EXPERT POSITIONS

- 1) WORKSTREAM # 1. (1 INTERNATIONAL EXPERT)**
LEGISLATIVE SUPPORT TO ENFORCEMENT REFORM
- 2) WORKSTREAM # 2. (1 INTERNATIONAL EXPERT)**
LEGISLATIVE SUPPORT TO BANKRUPTCY REFORM
- 3) WORKSTREAM # 3. (1 INTERNATIONAL EXPERT)**
LEGISLATIVE SUPPORT TO NOTARY AND REGISTRATION SYSTEM REFORM
- 4) WORKSTREAM # 4. (1 INTERNATIONAL EXPERT)**
INSTITUTIONAL DEVELOPMENT OF PROFESSIONAL ORGANISATIONS OF PRIVATE LEGAL PROFESSIONS
- 5) WORKSTREAM # 5. (1 INTERNATIONAL EXPERT)**
DEVELOPMENT OF RISKS AND NEEDS ASSESSMENT OF OFFENDERS (RNA)

6) WORKSTREAM # 6. (1 INTERNATIONAL EXPERT)

INCREASING EFFICIENCY OF PROBATION SERVICES THROUGH AUTOMATION OF PROCESSES AND DATA COLLECTION AND PROCESSING

7) WORKSTREAM # 7. (1 INTERNATIONAL EXPERT)

IMPROVEMENT OF PROBATION TRAINING SYSTEM

8) WORKSTREAM # 8. (1 INTERNATIONAL EXPERT)

INCREASING EFFICIENCY OF OFFENDERS MANAGEMENT

9) WORKSTREAM # 9. (1 INTERNATIONAL EXPERT)

PERFORMANCE MANAGEMENT DEVELOPMENT IN PROBATION

10) WORKSTREAM # 10. (1 INTERNATIONAL EXPERT)

INCREASING CSOS AND VOLUNTEERS INTERACTION WITH PROBATION SERVICE

WORKSTREAM # 1: LEGISLATIVE SUPPORT TO ENFORCEMENT REFORM

Indicative Services. The following indicative services are required from the Expert:

- Assess draft legislative proposals, including laws and sub legislation related to enforcement of court judgement, activities of private enforcement officers
- Conduct gap analysis of existing regulatory acts
- Develop recommendations on improvement of the legislative framework on enforcement and regulation of private enforcement officers, including development of self-governance, disciplinary procedures, inspections and access to profession
- Provide expert assistance to Parliamentary Enforcement and Moratoria Working Groups in terms of development of draft laws, amendments to regulations, best EU practices in mentioned areas

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in law, political science, public policy or a similar field required
- II. Experience: At least 10 years of professional experience in the justice sector with a focus on enforcement policy and legislative development; legal and regulatory assessment
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law, political science, public policy or similar field (15 points) PhD in one of the above-mentioned fields (additional 5 points)	15 to 20 points
Experience At least 10 years of experience in the justice sector, with a focus on legislative development; legal and regulatory assessment (25 points) At least 5 years of experience in assessing and/or developing enforcement policy/regulation (10 points) Experience in capacity building of enforcement officers or other legal professionals / professional associations (10 points)	25 to 50 points

Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)	
Prior experience in working with international development organisations and/or EU-funded projects (2 points)	
Technical Knowledge & Skills Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) 	3 to 30 points
Professional proficiency in Russian and/or Ukrainian language (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 2: LEGISLATIVE SUPPORT TO BANKRUPTCY REFORM

Indicative Services. The following indicative services are required from the Expert:

- Assess draft legislative proposals, including laws and sub legislation related to bankruptcy, activities of bankruptcy trustees;
- Conduct gap analysis of existing regulatory acts;
- Develop recommendations on improvement of the legislative framework on bankruptcy and regulation of bankruptcy trustees, including development of self-governance, disciplinary procedures, inspections and access to the profession;
- Provide expert assistance to the Parliamentary Working Group on Bankruptcy and Moratoria.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in law, political science, public policy or a similar field required
- II. Experience: At least 10 years of professional experience in the area of bankruptcy, corporate management, competition law, policy and legislative development in the area of bankruptcy, capacity building of bankruptcy trustees and their associations
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education	15 to 20 points
Master's degree in law, political science, or a similar field (15 points)	
PhD in one of the above-mentioned fields (additional 5 points)	

<p>Experience</p> <p>At least 10 years of experience in the area of bankruptcy, corporate management, and/or competition law (25 points)</p> <p>At least 5 years of experience in assessing and/or developing bankruptcy policy/regulation (10 points)</p> <p>Experience in capacity building of bankruptcy trustees or other legal professionals / professional associations (10 points)</p> <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	25 to 50 points
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 3: LEGISLATIVE SUPPORT TO NOTARY AND REGISTRATION SYSTEM REFORM

Indicative Services. The following indicative services are required from the Expert:

- Assess draft legislative proposals, including laws and sub legislation related to the notary, registration and protection of property titles and business;
- Conduct gap analysis of existing regulatory acts;
- Develop recommendations on improvement of the legislative framework on notary, protection of property titles and regulation of notaries, including development of self-governance, disciplinary procedures, inspections and access to profession.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in law, political science, public policy or a similar field required
- II. Experience: At least 10 years of professional experience in justice sector reform with a focus on property rights protection, notary reform, property titles registration, anti-raiding measures, and/or other relevant areas
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in law, political science, or a similar field (15 points) PhD in one of the above-mentioned fields (additional 5 points)	15 to 20 points
Experience At least 10 years of experience in justice sector reform with a focus on property rights protection, notary development, property titles registration, anti-raiding measures, and/or other relevant areas (20 points) At least 5 years of experience in assessing and/or developing policy/regulation on one or more of the following (20 points): <ul style="list-style-type: none"> - property rights protection (5 points) - notary reform (5 points) - property titles registration (5 points) - anti-raiding measures (5 points) 	25 to 50 points

<p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 4: INSTITUTIONAL DEVELOPMENT OF PROFESSIONAL ORGANISATIONS OF PRIVATE LEGAL PROFESSIONS

Indicative Services. The following indicative services are required from the Expert:

Support the institutional development and self-governance of professional associations of private legal professionals, including private enforcement officers (PEOs), bankruptcy trustees (BTs), and notaries by:

- Conducting reviews/making recommendations on, and developing, internal policies and procedures;
- Assessing and making recommendations for improving project management structure and administration systems;
- Conducting trainings and workshops in line with the identified needs.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in management and administration, economics, law or a similar field required
- II. Experience: At least 10 years of experience in the institutional development of organizations
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Threshold for contracting eligibility – 70 points

Education	15 to 20 points
Master's degree in management and administration, economics, law or a similar field required (15 points)	
PhD in one of the above-mentioned fields (additional 5 points)	

<p>Experience</p> <p>At least 10 years of experience in the institutional development of organizations (25 points)</p> <p>At least 5 years of experience working with legal professional associations (20 points)</p> <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	25 to 50 points
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 5: DEVELOPMENT OF RISKS AND NEEDS ASSESSMENT OF OFFENDERS (RNA)

Indicative Services. The following indicative services are required from the Expert:

- Review and validation of Risks and Needs Assessment (RNA) methodology to support the Probation Service and Penitentiary Administration in developing effective tools for identifying offenders risk level and needs, measuring the re-offending rate;
- Support, monitor and ensure quality of RNA implementation by the Probation Service and Penitentiary Administration;
- Support the alignment of RNA Probation and Prison development *i.e.* assist in adaptation of RNA method for its application in prisons, providing advice and feedback for the piloting process.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in psychology, education; social work or a similar field required;
- II. Experience: At least 10 years of professional experience in probation and penitentiary sectors;
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education	15 to 20 points
Master's degree in psychology, education, social work or a similar field required (15 points)	
PhD in one of the above-mentioned fields (additional 5 points)	

<p>Experience</p> <p>At least 10 years of professional experience in the probation and penitentiary sectors (25 points)</p> <p>At least 5 years of experience in one or more of the following areas (20 points):</p> <ul style="list-style-type: none"> - Development of risk and needs assessment methodology (5 points) - Developing and conducting trainings (5 points) - Applied forensic psychology to offender rehabilitation (5 points) - Offenders risk assessment and intervention (5 points) <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	<p>25 to 50 points</p>
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>

WORKSTREAM # 6. INCREASING EFFICIENCY OF PROBATION SERVICES THROUGH AUTOMATION OF PROCESSES AND DATA COLLECTION AND PROCESSING

Indicative Services. The following indicative services are required from the Expert:

- Support the Ministry of Justice in improving the Convicts Register;
- Assess offender management processes and provide recommendations for their automation;
- Support the automation of risk and needs assessment processes *i.a.* development of dedicated module within Unified Convicts Register for better and secure collection and processing of RNA data;
- Provide recommendations on improvement of data collection and processing related to the functioning and management of the probation service

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in management, IT or a similar field required
- II. Experience: At least 10 years of professional experience related to the improvement of processes within probation/prison services;
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in management, IT or a similar field required field (15 points) PhD in one of the above-mentioned fields (additional 5 points)	15 to 20 points
---	-----------------

<p>Experience</p> <p>At least 10 years of experience related to the improvement of processes within probation/prison services (25 points)</p> <p>At least 5 years of experience in one or more of the following areas (20 points):</p> <ul style="list-style-type: none"> - Development of information and case management systems (10 points) - Conducting business process analysis (5 points) - Developing and delivering trainings for justice sector actors (5 points) <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	25 to 50 points
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	3 to 30 points
Maximum obtainable points	100 points

WORKSTREAM # 7. IMPROVEMENT OF PROBATION TRAINING SYSTEM

Indicative Services. The following indicative services are required from the Expert:

- Support implementation of the Strategy and Action Plan on Professional Learning and Development in Probation by developing training courses, ToT, training and support materials;
- Review and/or develop training materials and curricula;
- Deliver or assist in delivery of Trainings-of-Trainers (ToT).

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in social work, education, or a similar field required
- II. Experience: At least 10 years of professional experience related to the training development and delivery within the justice sector
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in social work, education, or a similar field required (15 points) PhD in one of the above-mentioned fields (additional 5 points)	15 to 20 points
Experience At least 10 years of professional experience related to improving training systems within the justice sector (20 points) Experience in training management within the probation/prison sectors (15 points) Experience in conducting training quality assessments (10 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

Technical Knowledge & Skills	3 to 30 points
Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none">- Excellent - 100% of maximum allotted points (27 points)- Good - 90% of maximum allotted points (24 points)- Satisfactory - 70% of maximum allotted points (19 points)- Poor - 40% of maximum allotted points (11 points)- Very poor - 10% of maximum allotted points (3 points) Professional proficiency in Russian and/or Ukrainian language (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 8. INCREASING EFFICIENCY OF MANAGEMENT OF OFFENDERS

Indicative Services. The following indicative services are required from the Expert:

- Support the development, verification and implementation of professional standards for probation
- Assist in developing the internal inspection service for probation, including its rules, guidelines, quality control system;
- Develop training materials and deliver trainings
- Support the development of the concept of Multi Agency Public Protection Arrangements (MAPPA) involving Ministry of Justice, Ministry of Internal Affairs, law enforcement, Ministry of Social Policy
- Contribute to development of MAPPA processes and protocols, including review and assessment of drafts and provision of recommendations

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in psychology, criminology, social work, law, political science, or a similar field required
- II. Experience: At least 10 years of professional experience in the criminal justice system related to offender supervision and rehabilitation
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education	15 to 20 points
Master's degree in psychology, criminology, social work, law, political science, or a similar field required (15 points)	
PhD in one of the above-mentioned fields (additional 5 points)	

<p>Experience</p> <p>At least 10 years of professional experience in the criminal justice system related to offender supervision and rehabilitation (25 points)</p> <p>At least 5 years of experience in one or more of the following areas (20 points):</p> <ul style="list-style-type: none"> - Inspection services in probation/prisons (5 points) - Development of quality assurance frameworks and professional standards (5 points) - Development of multi-agency arrangements with regard to offender supervision and rehabilitation (5 points) - Delivery of trainings and support to organizational development (5 points) <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	<p>25 to 50 points</p>
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>

WORKSTREAM # 9. PERFORMANCE MANAGEMENT IN PROBATION

Indicative Services. The following indicative services are required from the Expert:

- Contribute to the development of Performance Management and Appraisal Systems for Probation
- Support the implementation the HR Strategy in probation
- Contribute to the development of the Probation Competency Framework
- Develop and deliver trainings

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Master's degree in HR, management or a similar field required
- II. Experience: At least 10 years of professional experience in HR, performance management and appraisal system development
- III. Language: Fluency in written and spoken English.

Technical Evaluation Criteria (Desk review and Interview based)

Education Master's degree in HR, management, or a similar field (15 points) PhD in one of the above-mentioned fields (additional 5 points)	15 to 20 points
Experience At least 10 years of professional experience in HR, performance management and appraisal system development (25 points) Experience in development of performance management and appraisal systems for probation and prisons services (15 points) Experience training development and delivery (5 points) Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year) Prior experience in working with international development organisations and/or EU-funded projects (2 points)	25 to 50 points

Technical Knowledge & Skills	3 to 30 points
Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points) <ul style="list-style-type: none">- Excellent - 100% of maximum allotted points (27 points)- Good - 90% of maximum allotted points (24 points)- Satisfactory - 70% of maximum allotted points (19 points)- Poor - 40% of maximum allotted points (11 points)- Very poor - 10% of maximum allotted points (3 points) Professional proficiency in Russian and/or Ukrainian language (3 points)	
Maximum obtainable points	100 points

WORKSTREAM # 10. INCREASING CSOS AND VOLUNTEERS INTERACTION WITH PROBATION SERVICE

Indicative Services. The following indicative services are required from the Expert:

- Support Probation Service and Ministry of Justice in increasing cooperation with local authorities, CSOs and volunteers for better implementation of probation interventions and offenders resocialization;
- Advise on development of Volunteers in Probation network including recommendations on coordination, training, communication with CSOs and volunteers;
- Developing and delivering trainings;
- Advise on preparation and delivery of Volunteers advocacy campaign.

Mission format.

Primarily homebased. Occasional travel to Ukraine may be required (upon official request by Expertise France).

Required profile and selection criteria.

Shortlisting criteria

- I. Academic Degree: Bachelors' degree in Social Work, Sociology, or other related discipline
- II. Experience: Probation officer background; development and implementation of projects aimed at community safety, community partnership programmes; management of volunteers; training development and delivery, is a must.
- III. Language: Fluency in written English is a must.

Technical Evaluation Criteria (Desk review and Interview based)

Education	15 to 20 points
Bachelors' degree in Social Work, Sociology, or other related discipline (15 points)	
PhD in one of the above-mentioned fields (additional 5 points)	

<p>Experience</p> <p>At least 10 years of professional experience in related to management of offenders, community safety (25 points)</p> <p>Experience in development and implementation of projects aimed at community safety, community partnership programmes; management of volunteers (15 points)</p> <p>Experience training development and delivery (5 points)</p> <p>Additional points for each additional year of relevant experience up to 3 years (1 point for each additional year)</p> <p>Prior experience in working with international development organisations and/or EU-funded projects (2 points)</p>	<p>25 to 50 points</p>
<p>Technical Knowledge & Skills</p> <p>Understanding of the assignment with all specific components proposed within TOR having been identified and addressed (up to 27 points)</p> <ul style="list-style-type: none"> - Excellent - 100% of maximum allotted points (27 points) - Good - 90% of maximum allotted points (24 points) - Satisfactory - 70% of maximum allotted points (19 points) - Poor - 40% of maximum allotted points (11 points) - Very poor - 10% of maximum allotted points (3 points) <p>Professional proficiency in Russian and/or Ukrainian language (3 points)</p>	<p>3 to 30 points</p>
<p>Maximum obtainable points</p>	<p>100 points</p>