

**TERMS OF REFERENCE**  
**for the National Expert -**  
**to work within the Project**  
**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>Position:</b>	National Expert
<b>Languages required:</b>	Ukrainian and English
<b>Period:</b>	April 1 <sup>st</sup> - December 31st 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) is funded by is funded 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, the National expert will provide technical support specifically, but not limited to, the following areas:

- Cooperate with the state level institutions in Ukraine, providing expert advisory support on the application of the gender responsive approach in the budget process;
  - support in analysis of budget documents from the GRB integration perspective;
  - assisting in gender budget analysis of KSUs budget programs;

- methodological assistance to introduce changes in the legislative and regulatory legal framework to mainstream gender into the budget process at the state level;
- Prepare and deliver a wide range of trainings on GRB for project partners at the state level;
- Participating in the preparation of the Project plans and reports;
- In cooperation with the Communication expert participation in preparing regular information on ongoing activities and project outcomes at the state level for the web site and other communication tools;
- Presentation of 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;
- Demonstrates professional competence and is conscientious and efficient in meeting commitments, observing deadlines and achieving results;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.

##### **Core competencies**

- GRB: Strong expertise and experience in the application of gender responsive budgeting methodologies and gender mainstreaming;
- PFM: Good understanding of public finance management processes in Ukraine and the region;
- Communication: Excellent communication skills, including the 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, both as a team member and as a team leader, to build trust, and to manage in a deliberate, transparent and predictable way.
- Client orientation: Ability to establish and maintain productive partnerships with stakeholders and pro-activeness in identifying of beneficiaries and partners’ needs, and matching them to appropriate solutions.

#### 5. **Qualifications**

##### **Education**

- At minimum Master level degree in gender studies, development studies, economics, law or similar;

##### **Experience**

- Recognized expertise and experience in gender mainstreaming and GRB, knowledge of public policy and PFM, economics, or related fields;
- Extensive knowledge of the policy and budget making processes in Ukraine;
- Good oral and written communication skills in Ukrainian and English.