



POSITION: Legal Counsel Restructuring (Category 1) - Horizontal Legal Support

1. Objectives and linkages to Reforms

A Reform Support Team (RST) at the State Road Agency (Ukravtodor) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis by the donors that provides targeted technical support and assists the Agency in the design and implementation of priority reforms. The RST will assist in filling the capacity gaps in the design and implementation of priority reform strategies and programs, while strengthening links and partnerships between the Agency's priorities and relevant donor support.

2. Position and reporting line

A Legal Counsel Restructuring is vitally needed to support the Government of Ukraine and in particular Ukravtodor in the fulfilment of the restructuring of roads management system reform.

A highly qualified professional is needed in order to draft, supervise and support the necessary legal documents related to restructuring of roads management system reform.

3. Duration and proposed timeframe

Total duration of current assignment is till 30 April 2021. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended.

4. Main Duties and Responsibilities

- Functional review of the National Road Agency and its subsidiaries and dependent entities;
- Analysis of the Contracts by Automobile Roads Services in Regions;
- Recommendations development based on best EU practices in a Commercial law for the Road Sector;
- Development of the draft law creating facilities for the local governments to borrow funds from IFI for road repairs, including right for oblast administrations to provide guarantees;
- Establishing legal framework for long-term budgeting for multiyear road repair agreements;
- Coordination reformation of the state company JSC "Automobile Roads of Ukraine" (DAK);
- Forming proposals for amendments to Law of Ukraine "On the sources of financing Public Road System" for enlarging dedicated sources of financing Road Fund;
- Providing support to Reforms Project Managers on drafting and discussion of legal documents regarding implementation of reforms on restructuring;
- Engagement of relevant stakeholders (experts, government officials, donors, etc.) to Working Group activities;
- Resolution of problems and obstacles encountered during implementation process, identifying and communicating important issues requiring decision of RST Director and/or Reform Council;
- Preparation of timely and quality reports and status updates on reform implementation progress to the Head of Ukravtodor and RST Director, as well as for publication.



5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master degree in law;
- Strong organizational management, communication and presentation skills;
- PC literacy (PowerPoint, Project, Excel, Word);
- Fluency in Ukrainian and English.

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 5 years);
- 5 years of experience in project management, public or business administration, business legal consulting.

5.3 Specific professional experience:

- Minimum 3 years of experience in public legal affairs;
- Experience with the reform implementation in Ukraine;
- Minimum 3 years of experience in road transport infrastructure sector;
- Experience in leading / working in multidisciplinary teams is an asset.

6. Funding Source

The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Denmark, Finland, France, Germany, Italy, Japan, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union, the largest donor.

Please note, selection and contracting will be subject to the availability of funding.

7. Submissions

Submissions must be prepared in English only and be delivered electronically by **December 15, 2020** to Ukravtodor.RST@gmail.com. All submissions must include a completed Application Form, the candidate's Curriculum Vitae and Reference Letter from a recent supervisor (original in English, or Ukrainian with English translation) together with the contact details for two further referees who, if contacted, can attest to the professional and/or educational background of the candidate.

Only applications which have been submitted using the correct template and are fully completed will be considered.

8. Selection Procedure

Following the evaluation of all applications received, selected candidates may be invited to the test. Only shortlisted candidates will be invited to the interview.



**POSITION: Project Manager Intelligent transport system (Category 2) -
Intelligent transport system Reform**

1. Objectives and linkages to Reforms

A Reform Support Team (RST) at the State Road Agency (Ukravtodor) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis by the donors that provides targeted technical support and assists the Agency in the design and implementation of priority reforms. The RST will assist in filling the capacity gaps in the design and implementation of priority reform strategies and programs, while strengthening links and partnerships between the Agency's priorities and relevant donor support.

2. Position and reporting line

Project Manager Intelligent transport system is vitally needed to support the Government of Ukraine and in particular Ukravtodor produces IT solutions for use in Enterprise Resource Planning System, e-services, digital document flow and other systems for the support of reforms facilitated.

A highly qualified professional is needed to facilitate, supervise and support the reforms related to the intelligent transport system.

3. Duration and proposed timeframe

Total duration of current assignment is till 30 April 2021. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended.

4. Main Duties and Responsibilities

- Development and approval of strategy of the transport intelligent system based on GIS system, which should contain information about road objects (traffic intensity, road conditions, geometric parameters, retrospective information on road works);
- Development and approval of action plan for transport intelligent system implementation based on GIS systems, including public modules available for civil society;
- Maintenance, testing of the quality performance and assess of the Situation Center;
- Assistance to Ukravtodor in establishing a sustainable cooperation with Mol, Ukrtransbezpeka, Police in launching a digital data system with results of WIM activities;
- Development of technical specification on operation system of infrastructure usage fees collection;
- Engagement of relevant stakeholders (experts, government officials, donors, etc.) to the RST's activities;
- Project management support (development of project/reform implementation plan, risk management, change management, etc.);
- Manage preparation of changes to laws and secondary legislation;
- Manage analytical support to the reform;
- Data and information search, integration and analysis;
- Drafting of evidence-based policy and legal reform proposals;
- Organizational and logistical support to the RST (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);



- Preparation of timely and quality reports and status updates on implementation progress;
- Preparation of slides for presentations, infographics.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master's relevant university degree in IT, civil engineering or similar fields;
- Strong analytical, communication and presentation skills;
- PC literacy (advanced PowerPoint, Project, Excel, Word skills; Visio is an asset);
- Fluency in Ukrainian and English.

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 5 years);
- Minimum 5 years of experience in IT.

5.3 Specific professional experience:

- Proven knowledge and professional experience in data collection and analysis;
- Experience with public sector regulations, government entities and their mandate and processes are an asset;
- Experience with the reform implementation, transport related entities.

6. Funding Source

The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Denmark, Finland, France, Germany, Italy, Japan, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union, the largest donor.

Please note, selection and contracting will be subject to the availability of funding.

7. Submissions

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Only applications which have been submitted using the correct template and are fully completed will be considered.

8. Selection Procedure

Following the evaluation of all applications received, selected candidates may be invited to the test. Only shortlisted candidates will be invited to the interview.



**POSITION: Project Manager New investment projects (Category 2) -
New investment projects in the Road Sector Reform**

1. Objectives and linkages to Reforms

A Reform Support Team (RST) at the State Road Agency (Ukravtodor) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis by the donors that provides targeted technical support and assists the Agency in the design and implementation of priority reforms. The RST will assist in filling the capacity gaps in the design and implementation of priority reform strategies and programs, while strengthening links and partnerships between the Agency's priorities and relevant donor support.

2. Position and reporting line

The main focus of the New Investment Project Manager will be on development of recommendations for effective project management, including description of complete process and performance indicators on different stages of the project life cycle; offer suggestions on improvements of current system and processes and initiation of respective changes to legal documents.

A highly qualified professional is needed to facilitate, supervise and support the reforms related to the new investments in the Road Sector.

3. Duration and proposed timeframe

Total duration of current assignment is till 30 April, 2021. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended.

4. Main Duties and Responsibilities

- Preparation of new project proposals and requests for financing in the road sector to be presented for consideration to IFIs, export credit agencies, bilateral loan providers and other financial institutions;
- Development of recommendations for effective project management, including description of complete process and performance indicators on different stages of the project life cycle;
- Offer ways to increase quality of received documentation, effectiveness of project implementation, efficiency of monitoring;
- Offer suggestions on improvements of current system and processes of preparation, state expertise, maintenance, monitoring and reporting on projects, initiate respective changes to legal documents;
- Preparation of timely and quality reports and status updates on reform implementation progress;
- Development of launching of new investment projects in road sector from international investors, donors and other potential stakeholders, including the priority projects from EaP Investment Action Plan;
- Preparation of proposals on laws and required amendments to improvement procedures of PPP implementation in road sector;



- Draft of conceptual notes for the priority projects from EaP Investment Action Plan, ToRs for feasibility studies and cost benefit analysis;
- Creation of guideline of potential PPP projects in the road sector on the state and local levels for investors;
- Proactive communications with donor and international partners on joint projects and initiatives.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Excellent analytical skills;
- Master's or bachelor's degree in economics, finance, business administration, public administration, civil engineering or similar fields;
- Advanced level of PC literacy (Power Point, Project, Excel, Word, Visio is an asset);
- Excellent interpersonal and communication skills;
- Fluency in Ukrainian and English

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 5 years);
- 5 years of experience in project management, public or business administration, business legal consulting.

5.3 Specific professional experience:

- Solid experience in managing infrastructure investments projects (both in preparation and implementation process side);
- Experience with PPP in infrastructure projects will be an asset;
- Good knowledge of infrastructure investment project cycle management;
- Proven knowledge and professional experience in data collection and analysis;
- Experience with public sector regulations, government entities and their mandate and processes are an asset;
- Engineering background would be an asset;
- Experience with the reform implementation, transport related entities.

6. Funding Source

The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Denmark, Finland, France, Germany, Italy, Japan, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union, the largest donor.

Please note, selection and contracting will be subject to the availability of funding.



7. Submissions

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8. Selection Procedure

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**POSITION: Project Manager Road Safety & Standards (Category 2) -
Road Transport Safety Reform**

1. Objectives and linkages to Reforms

A Reform Support Team (RST) at the State Road Agency (Ukravtodor) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis by the donors that provides targeted technical support and assists the Agency in the design and implementation of priority reforms. The RST will assist in filling the capacity gaps in the design and implementation of priority reform strategies and programs, while strengthening links and partnerships between the Agency's priorities and relevant donor support.

2. Position and reporting line

Improvement of roads safety reform is part of Reform Actions of Government Action Plan. Agency has made this reform one of its top priorities and is committed to building a healthy and transparent system that will aim to make Ukraine's roads safer and more efficient. The reform aims for two main objectives:

- development of National Program for Roads Safety;
- amendment of existing state standards (drafting new guidelines for principles of traffic organization, requirements for signage, pedestrian crossings etc).

Project Manager Road Safety & Standards is vitally needed to support the Government of Ukraine and in particular Ukravtodor in the fulfilment of the improvement of roads management system reform.

A highly qualified professional is needed in order to facilitate, supervise and support the reforms related to improvement of roads management system reform.

3. Duration and proposed timeframe

Total duration of current assignment is till 30 April 2021. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended.

4. Main Duties and Responsibilities

- Drafting and proposing amendment to the national standards and regulations on EU norms and regulations on roads safety (new guidelines for principles of traffic organization, requirements for signage, pedestrian crossings etc.);
- Support to draft laws and sub-laws developed by the Ministry of Infrastructure and EIB-funded project "Modernization and Safety Improvements of the Road Network in Ukraine Technical Assistance";
- Cooperation with civil society, building public dialogue on required changes and reforms;
- Establishing reliable monitoring process of road safety, in particular to the setting up of a regional EaP Road Safety Observatory;
- Facilitating introduction of Road Infrastructure Safety Management procedures according to Directive 2008/96/EC;



- Application of Road Safety Audit procedures to road construction and rehabilitation projects on international roads of Ukraine;
- Support of drafting and adoption sub-law on improving the mechanism of weight control according to the Action Plan of Government;
- Maintenance and spreading of the Weight-in-Motion (WiM) systems project in cooperation with MoI;
- Preliminary evaluation of new weight control regulations; preparation of proposals for regulation amendments.
- Engagement of relevant stakeholders (experts, government officials, donors, etc.) to the RST's activities;
- Project management support (development of project/reform implementation plan, risk management, change management, etc.);
- Manage preparation of changes to laws and secondary legislation;
- Manage analytical support to the reform;
- Data and information search, integration and analysis;
- Drafting of evidence-based policy and legal reform proposals;
- Organizational and logistical support to the RST (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);
- Preparation of timely and quality reports and status updates on implementation progress;
- Preparation of slides for presentations, infographics.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master degree in finance, economics, business administration, civil engineering or similar fields;
- Strong analytical, communication and presentation skills;
- PC literacy (advanced PowerPoint, Project, Excel, Word skills; Visio is an asset);
- Fluency in Ukrainian and English.

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 5 years);
- 5 years of experience in research and analysis, roads construction and maintenance, roads safety, PPP, civil engineering.

5.3 Specific professional experience:

- Proven knowledge and professional experience in data collection and analysis;
- Minimum 5 years of experience in road safety;
- Experience with the reform implementation and transport regulation in Ukraine;
- Experience with public sector regulations, government entities and their mandate and processes are an asset.



6. Funding Source

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8. Selection Procedure

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POSITION: Project Manager on Road Fund Sustainability (Category 2) - Road network renewal and road construction governance and financing reform

1. Objectives and linkages to Reforms

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2. Position and reporting line

Project Manager on Road Fund Sustainability is vitally needed to support the Government of Ukraine and in particular Ukravtodor in the fulfilment of the improvement of roads management system reform.

A highly qualified professional is needed in order to facilitate, supervise and support the reforms related to improvement of roads management system reform.

3. Duration and proposed timeframe

Total duration of current assignment is till 30 April 2021. Subject to the availability of funding, the performance of the selected consultant and the specific needs of the RST, this appointment may be extended.

4. Main Duties and Responsibilities

- Identification of bottlenecks and development of proposals to eliminate obstacles in implementing of State economic programme of development of state roads in 2018-2022;
- Development of road maintenance market model;
- Action plan for road maintenance reform prepared and approved, including performance based agreements (OPRC);
- Action plan for reform of the state company JSC "Automobile Roads of Ukraine" (DAK) prepared and approved;
- Support to the regional authorities with procedures of implementation;
- Monitoring and evaluation of roads financing efficiency on local level;
- Establishing public dialog with road construction organisations and local authorities for efficient maintenance of local roads;
- Engagement of relevant stakeholders (experts, government officials, donors, etc.) to the RST's activities;
- Project management support (development of project/reform implementation plan, risk management, change management, etc.);
- Manage preparation of changes to laws and secondary legislation;
- Manage analytical support to the reform;
- Data and information search, integration and analysis;
- Drafting of evidence-based policy and legal reform proposals;



- Organizational and logistical support to the RST (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);
- Preparation of timely and quality reports and status updates on implementation progress;
- Preparation of slides for presentations, infographics.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master degree in finance, economics, business administration, civil engineering or similar fields;
- Strong analytical, communication and presentation skills;
- PC literacy (advanced PowerPoint, Project, Excel, Word skills; Visio is an asset);
- Fluency in Ukrainian and English.

5.2 General professional experience:

- Preferably more than 10 years of general professional experience (minimum 5 years);
- 5 years of experience in project management, road sector, infrastructure projects, research and analysis, law, public or business administration, consulting, communications.

5.3 Specific professional experience:

- Proven knowledge and professional experience in data collection and analysis;
- Experience with the reform implementation and transport regulation in Ukraine;
- Minimum 5 years of experience in road transport infrastructure sector;
- Experience with public sector regulations, government entities and their mandate and processes is an asset.

6. Funding Source

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Please note, selection and contracting will be subject to the availability of funding.

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