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AGENȚIA NAȚIONALĂ PENTRU EGALITATEA DE ȘANSE ÎNTRE FEMEI ȘI BĂRBAȚI  
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INTRARE Nr. 1320  
IESIRE  
Ziua 22 Luna 04 Anul 2019

AGENȚIA NAȚIONALĂ  
PENTRU EGALITATEA DE ȘANSE  
ÎNTRE FEMEI ȘI BĂRBAȚI



*The mechanism Norwegian Financial 2014-2021*

*Program: Justice*

*Project: "Support for the implementation of the Istanbul Convention in Romania"*

**Advertisement for the selection of an international expert for external evaluation of  
the Romanian Institutional Capacity to implement national  
policies on domestic violence and gender based violence**

**Within the pre-defined project**

**"Support for the implementation of the Istanbul Convention in Romania"**

### **1. General information**

National Agency for Equal Opportunities between Women and Men (NAEO), as Project Promoter of the pre-defined project "Support for the implementation of the Istanbul Convention in Romania", financed by the Norwegian Financial Mechanism 2014-2021, under the "Justice" Programme, coordinated by the Romanian Ministry of Justice, as Programme Operator, launches the procedure for the selection of an international expert for external evaluation of the Romanian institutional capacity to implement national policies on domestic violence and gender based violence.

"Support for the implementation of the Istanbul Convention in Romania" is a strategic action meant to support the Romanian authorities to adopt a coordinated approach in addressing the challenges raised by the implementation of the Istanbul Convention, that Romania ratified in 2016.

One objective of the project is to evaluate the capacity of the Romanian authorities to implement the Istanbul Convention and institutional capacity regarding the implementation of the public policies and specific laws.

The Evaluation Group will assess the capacity of the Romanian authorities to implement the Istanbul Convention and the institutional capacity of NAEO in terms of attributions towards the implementation of public policies and of specific laws and its role as a national mechanism ensuring the methodological coordination of the authorities' local government and various bodies: the General Directorates for Social Assistance and Child Protection (47 GDSACP), the Inter-ministerial Committee for the Prevention and Combating Domestic Violence, the National Commission for Equal Opportunities for Women and Men, the County Commissions for Equal Opportunities for Women and Men (42 CCEO). The evaluation report will contain recommendations for strengthening the institutional capacity of the Romanian institutions and for improving its workflows with the other institutions in the field, considering examples of best practices from other countries implementing the Istanbul Convention. The recommendations will be considered for the elaboration of future public policies (strategies, plans), development of projects, amendment of normative acts etc. The Evaluation Group will assess the capacity of the Romanian authorities to implement the Istanbul Convention and the institutional capacity of NAEO in terms of attributions towards the implementation of public policies and of specific laws and its role as a national

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mechanism ensuring the methodological coordination of the authorities' local government and various bodies: the General Directorates for Social Assistance and Child Protection (47 GDSACP), the Inter-ministerial Committee for the Prevention and Combating Domestic Violence, the National Commission for Equal Opportunities for Women and Men, the County Commissions for Equal Opportunities for Women and Men (42 CCEO). The evaluation report will contain recommendations for strengthening the institutional capacity of the Romanian institutions and for improving its workflows with the other institutions in the field, considering examples of best practices from other countries implementing the Istanbul Convention. The recommendations will be considered for the elaboration of future public policies (strategies, plans), development of projects, amendment of normative acts etc.

Once the evaluation has been carried out the group of experts will develop individualized training plans and a collective training strategy.

The group will work for three months and will assess an evaluation on two areas: assessment of the Romanian institutional capacity regarding the duties and obligations of states that ratified the Istanbul Convention and the assessment of training needs and training of the workers in this field of activity.

#### **Documents required for registration**

- curriculum vitae, signed on each page - the original will contain information showing studies completed certified diplomas, participation in projects financed by external funds (name project beneficiary project start date, duration, own contribution in the project, etc.);
- ID - certified copy;
- Bachelor degree and where appropriate other higher education degree - copy of the original;
- documents certifying professional experience in institutional assessment activities performed for other public institutions in central administration - certificates issued by the employers to certify relevant experience - certified copies;
- documents proving experience in working for different grants/ projects involving donor countries; will be confirmed by attaching to the CV supporting documents attesting the involvement in projects as an expert/consultant for institutional evaluation (eg recommendations issued and signed by the beneficiary of the project, the employer / contract - copy of the original, any other documents as proof for meeting the requirement);
- declaration of consent for use of personal data.

#### **2. Job description:**

- The international experts will be part of the group of experts for evaluation of the Romanian institutional capacity.
- The group of experts will have a 3 months working contract for assessing institutional capacity and the training needs and deliver an assessing report
- The group will deliver a collective training strategy, an individual training strategy for NAEO's employees with relevant working requirements and a training manual for all the workers having tasks in implementation of public policies and specific laws.
- The international expert will have to be present at two 5 days working-sessions of the group of experts during the 3 months contract.

### 3. Methodology Selection

The maximum score reached is 100 points. The selection of candidates will be made after evaluation of the personal file, according to the next ranking:

- **Studies - 30 points, out of which:**
  - Bachelor's degree - 10 points
  - diplomas /certificates on other forms of higher education (Masters Degree, PHD) - 20 points
  
- **Professional experience:**
  - 0-2 years - 5 points
  - 2-4 years - 10 points
  - 4-6 years - 15 points
  - 6-8 years - 20 points
  - 8-10 years - 25 points
  - Over 10 years - 35 points
  
- **Experience in other projects involving donor countries**
  - 1 project - 10 points
  - 2 projects - 15 points
  - Over two projects - 25 points
  
- **Command of a foreign language of international circulation as required by the Common European Framework of Reference for Foreign Languages**
  - Beginner - 2 points
  - Intermediate - 5 points
  - Advanced proved by certifications - 10 points

Candidate who will get the highest score will be declared the winner.

If more candidates received equal final score, there will be declared winner the candidate that will get the maximum score in the qualification requirements in the following order: the experience in other similar projects involving donor countries, professional experience.

The selected candidate will be contracted for a period of maximum 3 months. The remuneration consists in maximum 10.500 eur (48.961,50 lei) payed according to the romanian legislation. The contracted expert is also entitled to 2 return flights of maximum 500 eur each for attending the two gatherings of the working groups. Also a daily subsistence of 185 eur will be provided for maximum 12 days to spend in Romania during the gatherings with the working group.

Applicants will be informed by email about the selection result.

### 4. Inadmissibility cases

If the application file is submitted after the deadline or incomplete, it will be declared inadmissible.

### 5. Calendar for the selection of application files

Applications will be submitted no later than 6th of may 2019, 12:00 Monday to Thursday, between 09.00-16.30 and Friday between 09.00 - 14.00, at NAEO(ANES) headquarters, in Bucharest, 5th Camil Petrescu Entrance, 1st District, personally, by post / courier

or by e-mail to [carmen.niculescu@anes.gov.ro](mailto:carmen.niculescu@anes.gov.ro) and [gabriela.dubovoi@anes.gov.ro](mailto:gabriela.dubovoi@anes.gov.ro)

The result of the selection will be displayed at the ANES(NAEO) and on the institution's website <http://anes.gov.ro/cariera/>, on May 7.

Complaints about the selection result files are submitted within 24 hours after the selection result files. Appeals shall be within 24 hours after their deposition.

Final results will be made within 24 hours of appeals.