

Integrity Building/Anti-Corruption Consultant in Bosnia and Herzegovina and Montenegro (four consultants)

1. Background

This consultancy assignment is part of the Integrity Building Initiative of Urban Partnership Program Phase II (UPP II), which is a continuation of the successful first phase (2012-2014). UPP II is to be implemented in Albania, Bosnia and Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia. The purpose of the UPP II component Integrity Building Initiative implemented by Proffs Consulting&Training, is to provide selected local governments with technical support on how to enhance local governments' integrity, transparency and accountability, and improve citizens' trust in local governance.

The assignment includes participation in a five-day training to take place in Sarajevo designed for consultants to be introduced into approach and methodological tools to be applied. Upon successful completion of the training each consultant will work with the selected local government in the respective country (two in Bosnia and Herzegovina and two in Montenegro). The Consultant will perform her/his tasks under the overall guidance and direct supervision of the Team Leader. The assignment will be carried out in the period February – November 2016.

2. Duties and responsibilities

The Consultant's main task will be to support the selected municipalities in Bosnia and Herzegovina and Montenegro in the development of concise Integrity/Anticorruption Strategies and Action Plans.

This includes the following tasks:

- Desk review of the local and organizational context;
- Delivery of a awareness raising workshop for leaders/manager;
- Conduct integrity assessment that includes data collection through desk review, questionnaires and in-depth interview;
- Conduct a strategic workshop and action planning meetings and draft and a strategic and action plan;
- Deliver capacity development workshops as needed;

- Delivery of activity reports;
- Contribute to the Programme Brochure on Integrity Building.

3. Participation in the capacity-building training

Selected consultants are obliged to participate in a five-day training that will include learning about pro-active integrity building methodology and tools as well as change process to be applied in the selected municipalities. This methodology is holistic, strategic and participatory and is designed to assist Mayors and local governments to act as institutional reformers and to promote and nurture integrity leadership. The training is estimated to take place in February/March 2016 in Sarajevo, Bosnia and Herzegovina. The organizer will cover the costs of accommodation and travel related to the training.

4. Required qualifications

Education:

- Master's Degree or equivalent (5 years of university studies) in Political Science, Economics, Public Administration, Law or other relevant field.

Professional experience:

- At least five years of professional experience of working with local governments in capacity-building area;
- Professional experience of organizational development and institutional strengthening of public institutions;
- Professional experience in designing and delivering trainings, workshops and similar capacity-building activities;
- Strong familiarity and experience with data collections methods, both quantitative and qualitative, and the analysis of the data;
- Professional experience as facilitating change processes skilled in field-based applications of participatory learning and action approaches, especially with expertise in sensitive topics such as anti-corruption, transparency, trust building and integrity building, leadership building, with specialized data presentation skills;
- Professional qualifications in the multi-stakeholder platforms development, participatory diagnostic processes, familiarity with governance, anti-corruption issues and applied project experience in international settings, in the SEE region, preferably in Bosnia and Herzegovina and Montenegro;
- Familiarity with result-based management in the development context.

Language:

- Fluency in both English and Bosnian/Croatian/ Montenegrin/Serbian language.
- Excellent writing skills.

How to apply?

Interested candidates are requested to send their application with the most recent CV (in EU format), cover letter and writing sample by **24 January 2016** at latest. The application should be sent to emina.abrahamsdotter@proffs.ba, and cc to renato.jurasic@proffs.ba. Please write *Integrity Building/Anti-Corruption Consultant* in the subject line of your email.

Short-listed candidates will be contacted and invited for an interview.