**Terms of Reference**

***Project manager (Separation of PSO/non-PSO accounts in top key SOEs)***

***(MinEconomy RST Category 2 expert)***

1. **Objective(s) and Linkages to Reforms**

The Recovery and Reform Support Team (RST) at the Ministry of Economy of Ukraine (Ministry) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis through the Ukraine Recovery and Reform Architecture (URA) programme that provides targeted technical support and assists the Ministry in the design and implementation of priority reforms. The RST will assist in filling capacity gaps in the design and implementation of priority reform strategies and programmes, while strengthening links and partnerships between the Ministry’s priorities and relevant donor support.

The reform of the State-owned enterprises (SOEs) is one of the priorities of the Ukrainian Government. It aims to create efficient and transparent companies, which will protect the rights of the owner, establish an effective system of internal controls, eliminate political influence, and create a level playing field with commercial companies in the market in compliance with the principles of corporate governance set out by the Organization for Economic Cooperation and Development (OECD).

Corporate governance reform of SOEs is part of the Plan for Ukraine Facility, approved by the European Council on 14 May 2024. Chapter 6 of the Ukraine Plan[[1]](#footnote-1) , titled ‘Management of Public Assets’, contains reforms which aim to optimise the SOE portfolio in Ukraine and improve the corporate governance and performance of SOEs. Reform 3 of Chapter 6 of the Plan focuses on structural separation of accounts between PSO (Public service obligations) and non-PSO activities in all top key Ukrainian SOEs approved by the Cabinet of Ministers protocol decision. Such separation of accounts will ensure that the SOEs respect the principle of competitive neutrality on the markets and support the level playing field with the private sector. By implementing this reform, Ukraine will get closer to aligning its framework with the EU *acquis* in this area.

1. **Position and Reporting Line**

This assignment will be a full-time consultancy position in the RST at the Ministry of Economy of Ukraine. The consultant is expected to be based in Kyiv (subject to the Ministry's staff's security rules). Project manager will report to the Senior Project Manager, leader of the SOEs and Corporate governance reform.

1. **Duration of the Assignment**

The initial consultancy assignment is expected to start in November 2024 and has an estimated duration till August 2025. The assignment may be subsequently continued subject to the availability of funding, the consultant’s performance, and the specific needs of the RST. The probation period is three months.

1. **Main Duties and Responsibilities:**

* collaboration with the Property Policy Department and Legal Department of the Ministry of Economy in stakeholder consultations, data collection process and horizontal coordination of the reform tasks;
* collaboration with the Ministry of Energy, Ministry of Restoration, other ministries and stakeholders, as well as the top key SOEs involved in the PSO activities;
* coordination with the EU Delegation and EU-funded technical assistance projects working on PSO/non-PSO accounts separation and the overall alignment of State aid legislation with the EU acquis;
* providing initial quality control and review of the draft legal acts developed by external consultants and their compliance with the Cabinet of Ministers of Ukraine workflow standards and procedures;
* preparing presentations and memos on analysis of legal issues of the reform; tracking roadblocks and facilitating their solution in liaison with responsible Ministry colleagues;
* preparing timely and quality reports and status updates on reform’s implementation progress.

1. **Qualifications, Skills and Experience**
   1. ***Qualifications and Skills***:

* University degree in Economics, Finance, Law, Management, Public Policy or other related fields;
* Strong analytical, data processing and prioritisation skills;
* Excellent verbal and written communication and presentation skills;
* Advanced level of PC literacy (PowerPoint, Project, Excel, Word);
* Fluency in Ukrainian and English.
  1. ***Professional Experience:***

Minimum of 5 years of general professional experience (working in public sector institutions or SOE would be an advantage), of which:

* at least 3 years of project management experience.
  1. ***Other Competencies:***
* Familiarity with Ukraine’s current reform agenda, and a good understanding of policy formulation processes and policy dialogues;
* Proven knowledge and professional experience in financial reporting and/or legal drafting will be an advantage.
* Proven knowledge and professional experience in EU *acquis* and the EU State aid rules on SGEIs will be an advantage.

1. **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 Austria, Denmark, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union, the largest donor.

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

1. **Submissions**

Submissions must be prepared in English only and be delivered electronically by 28 October 2024 23:59 (Kyiv time) to [rstrecruiting2017@gmail.com](mailto:rstrecruiting2017@gmail.com). All submissions must include a completed [Application form](https://docs.google.com/document/d/1iFvdLaQ2-HoJ6dqx_Xyro9teDWmJnvlp/edit?usp=sharing&ouid=116511142743250443349&rtpof=true&sd=true), [NDA Form](https://docs.google.com/document/d/1nZR7uhfufOwYJE5O8TXsJ-qPFwRwfi-N/edit#heading=h.gjdgxs), the candidate’s Curriculum Vitae and contact details for three referees who, if contacted, can attest to the professional and/or educational background of the candidate.

**Important notice: only Ukrainian nationals are eligible to apply; civil servants are not eligible to apply unless 6 months have elapsed since they left such employment.**

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

1. **Selection Procedure**

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

1. Ukraine Plan and Indicators <https://www.me.gov.ua/Documents/List?lang=uk-UA&id=8f36a2d9-9611-4bff-8fa9-474da62bd28d&tag=PlanUkraini> [↑](#footnote-ref-1)