

**Montenegro**

**Ministry of Agriculture and Rural Development**

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)

**Name of Project:** Second Institutional Development and Agriculture Strengthening Project (MIDAS 2)

**Loan No:** 8820-ME

**Assignment Title:** Defining legal position of Directorate for Payments in the view of the further alignment with the CAP requirements and strengthening of the human resource management

**Reference No**. MNE-MIDAS2-8820-ME-IC-CS-20-1.2.3.8.1.

The Montenegro has received financing from the World Bank toward the cost of Second Institutional Development and Agriculture Strengthening Project, and intends to apply part of the proceeds for consulting services for Defining legal position of Directorate for Payments in the view of the further alignment with the CAP requirements and strengthening of the human resource management.

The overall objective of this consulting services (“the Services”) is to define the model for legal position of the Directorate for Payments that will be in accordance with both EU and MNE relevant legal acts in force. In addition to this, adequate strengthening of the human resources of the Directorate for Payments have to be conducted. Changes and adjustments regarding human resources and employments have to be constantly made in order to satisfactorily and optimally operate the business processes, which are increasing because of Directorate for Payments year by year aligning with the accreditation criteria defined in Commission Regulation (EU) No. 907/2014. Through this assignment three topics will be addressed and within each topics the specific task are defined:

I. Position of the Directorate for Payments as a future Paying Agency within national administrative structure;

II. Human resources aspects in the frame of EC accreditation criteria;

III. Trainings.

The assignment will have duration of 4 months in frame of which will be 30 working days.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below.

The Ministry of Agriculture and Rural Development, through Technical Service Unit, now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Individual consultants may be offered through firms or other organizations, but the qualifications of the individual consultant will be the basis of selection. Contract will be signed with proposed individuals.

The criteria for selection are following:

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| *Mandatory criteria* |
| At least a University Diploma – law, economics, human resource or equivalent; |
| Excellent knowledge of English; |
| *Evaluation* *criteria* |
| In-depth experience related to the implementation of the CAP in the field of legal and human resource matters |
| At least 7 (seven) years professional experience in Paying Agencies on relevant positions |
| Experience with similar tasks which are subject to this ToR |
| Professional experience in EC relevant institutions for implementation of CAP |
| Experience with organizing workshops and trainings |

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, Revised November 2017, setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours from 08,00 to 14,00 hours.

Expressions of interest must be delivered in a written form, by e-mail, to the address below by March 9, 2020, 14,00h.

Ministry of Finance/Technical Service Unit

Attention: Mr. Mirko Lješević, Senior Procurement officer

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