

**REPUBLIC OF TUNISIA**  
**Ministry of Development, Investment and**  
**International Cooperation**



## **ASSIGNMENT OF CONTRACTING EXPERTS**

The Ministry of Development, Investment and International Cooperation, in cooperation with the Millennium Challenge Corporation under its COMPACT Program, advertise for the following positions:

- Regulatory Efficiency Senior Expert (01 position – Reference P1) ;
- Labor Market Specialist (01 position – Reference P2).

The premium application file should include a resume (02 pages maximum) and a cover letter (01 page maximum), in english and in PDF format (documents in other languages are not acceptable and the application will be considered null and void). Besides, applications shall be limited to only ONE position.

Your resume and cover letter should be titled as follows:

- First name and family name-CV (for the resume) ;
- First name and Family name-CL (for the cover letter).

The deadline for applying: November 22<sup>nd</sup> 2017, via e-mail on the following address: [application.mcc@mdici.gov.tn](mailto:application.mcc@mdici.gov.tn)

Your email should specify the position name for which you are applying in the subject line of the email message.

For more information about the required qualifications and entrusted responsibilities, please read the job descriptions.

## **JOB DESCRIPTIONS**





## **CALL FOR APPLICATIONS – REGULATORY EFFICIENCY EXPERT**

The Millennium Challenge Corporation (MCC) is an independent foreign assistance agency of the United States Government. MCC's mandate is to assist the world's poorest countries in reducing poverty through economic growth while strengthening good governance, economic freedom, and investments in people in those countries selected to receive its assistance.

Each year, MCC's Board of Directors selects, from among the countries that are eligible to receive MCC assistance, those countries with respect to which the United States will seek to enter into a Millennium Challenge Compact. The Board of Directors of MCC has determined that the Republic of Tunisia is eligible for assistance from MCC. The Ministry of Development, Investment and International Cooperation (MDIIC), representing the Republic of Tunisia, is now seeking to enter into a Millennium Challenge Compact with MCC to advance economic growth and poverty reduction in Tunisia.

To ensure a strong start, MDIIC is in the process of establishing a capable, professional team to handle the day-to-day work requirements, manage the overall compact development process, and coordinate and collaborate directly with MCC. This team, known as the Compact Development Core Team, includes an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

At this time, following preliminary analysis of constraints to economic growth in Tunisia, the Compact Development Core Team is considering a compact program that addresses one or more of excessive controls in the markets for goods and services, rigid labor market regulation, and water scarcity in interior regions. In particular, the objective of efficient goods and services markets is to encourage firm competitiveness and growth in private investment, and the improved efficiency can perhaps be achieved through administrative simplification, reduction in burdensome authorizations and permits required to operate a business in Tunisia, and promotion of e-government systems that roll-out streamlined regulations in a manner that reduces time required to start a business or obtain necessary government authorizations and reduces opportunities for corruption.

Accordingly, we are seeking a highly motivated Senior Expert in regulatory efficiency, who will design and develop activities designed to alleviate barriers to efficient market function, for example implementation of recent reforms related to regulatory efficiency, rationalization of administrative requirements needed for operation of businesses in Tunisia, promotion of private sector investment, design and operation of electronic government systems, etc., as part of Tunisia's future MCC compact program. The Senior Expert will be expected to coordinate with the broader Tunisian team (Management, Economist, Gender and Social Inclusion, Private Sector Development, Public Outreach, Environment, Monitoring and Evaluation), and their MCC counterparts, and specifically, another Senior Expert working on labor market reform.

The process will entail a combination of comprehensive desk reviews and document analysis, document drafting, frequent field visits, and consultations with key stakeholders, including the government partners. The expert will be expected to provide relevant assistance to the recipients, including written contributions, as per need and the work plan.

### Description of main responsibilities:

The Regulatory Efficiency Senior Expert will undertake the following tasks/duties:

- Design and develop a public investment program of reforms and activities designed to remove impediments to growth linked with inefficient and burdensome regulations affecting markets in Tunisia as well as through the rollout of streamlined regulatory requirements through e-government systems at national, sectoral, and/or regional level;
- Carry out consultations with relevant ministries and public institutions, private sector and other stakeholders;
- Elaborate / develop all the documents necessary to discuss for a future MCC investment in regulatory efficiency that addressed the identified constraints, and review the draft with ministries, departments and other organizations involved in the compact development process;
- Provide guidance on change management actions needed to introduce reforms to promote regulatory efficiency;
- Consider all views received and to finalize and submit the drafts of concept papers and subsequent detailed project proposal documents in line with the goal of improving regulatory efficiency in Tunisia;
- Undertake complex planning, data gathering, and research assignments;
- Prepare detailed reports and presentations;
- Ensure outreach to and incorporation of feedback from all stakeholders involved in goods and services markets in Tunisia, including but not limited to, the private sector;
- Provide detailed information on barriers to market efficiency and related solutions, and participate in a detailed analysis of the “root causes” that underlie market controls as a binding constraint as well as the identification of solutions to address this constraint;
- Support the design, preparation and implementation of market efficiency reforms and activities, studies, analytical work, policy work, and advisory activities.

### Qualifications:

- University degree in a field relevant to efficient markets, economics, statistics or public policy (Master’s degree or above);
- Knowledge of Tunisia’s goods and services markets (e.g. agriculture, manufacturing, onshore/offshore, services, trade, finance, etc.) and regulatory environment;
- At least 5 years of prior work experience developing and implementing goods and services market reforms; experience in economic cost-benefit analysis would be an advantage;
- Strong knowledge of change management processes, including identification of reform needs, implementation and implementation of change management efforts; experience with change management practices with of for public sector or other large organizations would be an advantage;
- Some familiarity with e-government systems would be an advantage;
- Proven analytical skills including demonstrated ability to provide high-level advice;
- Proven ability to lead and motivate a team in a multicultural environment;
- Good IT Skills including knowledge of office software;
- Good understanding of international practices and main principals related regulatory environments for operating a business as well as promotion of foreign direct investment;

- Experience with managing conflict situations and demonstrable negotiation skills will be an advantage;
- Experience working with bilateral or multilateral donor organizations preferred;
- Fluency in English, French and Arabic.

#### Counterpart Staff:

The Regulatory Efficiency Senior Expert will be expected to coordinate effectively with the other members of the Tunisian compact development team, especially the Senior Expert in labor market reform and other experts working on the market controls constraint.

#### Level of effort:

On average, the Regulatory Efficiency Senior Expert's role should occupy 50 percent of a full-time equivalent (FTE) during the Compact development process on an intermittent basis.

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## **CALL FOR APPLICATIONS – LABOR MARKET SPECIALIST**

The Millennium Challenge Corporation (MCC) is an independent foreign assistance agency of the United States Government. MCC's mandate is to assist the world's poorest countries in reducing poverty through economic growth while strengthening good governance, economic freedom, and investments in people in those countries selected to receive its assistance.

Each year, MCC's Board of Directors selects, from among the countries that are eligible to receive MCC assistance, those countries with respect to which the United States will seek to enter into a Millennium Challenge Compact. The Board of Directors of MCC has determined that the Republic of Tunisia is eligible for assistance from MCC. The Ministry of Development, Investment and International Cooperation (MDIIC), representing the Republic of Tunisia, is now seeking, and the Parties are seeking, to enter into a Millennium Challenge Compact with MCC to advance economic growth and poverty reduction in Tunisia.

To ensure a strong start, MDIIC is in the process of establishing a capable, professional team to handle the day-to-day work requirements, manage the overall compact development process, and coordinate and collaborate directly with MCC. This team, known as the Compact Development Core Team, includes an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

At this time, following preliminary analysis of constraints to economic growth in Tunisia, the GoT team is considering a compact program that addresses one or more of: excessive controls in the markets for goods and services, rigid labor market regulation, and water scarcity in interior regions. In particular, the objective of any labor market reform is to encourage firm formality, competitiveness, and growth in the economy to grow and sustain employment.

Accordingly, we are seeking a highly motivated Senior Expert in labor market regulation, who will design and develop activities designed to alleviate the rigidity in the labor market, for example through improvements in the Labor Code and collective bargaining procedures / agreements, reforms to social protection systems for employees, development of win-win solutions to improve communication between employers and employees about labor issues, etc. as part of Tunisia's future MCC compact program. The Senior Expert will be expected to coordinate with the broader Tunisian team (Management, Economist, Gender and Social Inclusion, Private Sector Development, Public Outreach, Environment, Monitoring and Evaluation), and their MCC counterparts, and specifically, another Senior Expert working on efficient goods and product market issues.

### Qualifications :

- University degree in a field relevant to labor market, economics, law or accounting (Master's degree or above);
- Knowledge of Tunisia's labor market system;
- At least 5 years of prior work experience developing and implementing labor market reforms or performing similar work related to Tunisia's labor market, such as advising clients on labor code requirements;
- Proven analytical skills including demonstrated ability to provide high-level advice, with experience in economic cost-benefit analysis preferred;
- Proven ability to lead and motivate a team in a multicultural environment; Good IT Skills including knowledge of office software;
- Good understanding of international practices and main principals related to the labor market;
- Experience with managing conflict situations and demonstrable negotiation skills will be an advantage;
- Experience working with bilateral or multilateral donor organizations preferred;
- Fluency in English, French and Arabic;

### Description of main responsibilities:

- Design and develop a public investment program of reforms and activities designed to address impediments to growth evident in the functioning of the labor market (hiring/firing, wages, collective bargaining, social protection issues, etc.);
- Carry out consultations with relevant ministries and public institutions, private sector and other stakeholders;
- Elaborate / develop all the documents necessary to discuss for a future MCC investment in the labor market that addressed the identified constraints, and review the draft with ministries, departments and other organizations involved in the compact development process;
- Consider all views received and to finalize and submit the final draft of the labor market regulations constraint;
- Undertake complex planning, data gathering, and research assignments;
- Prepare detailed reports and presentations;
- Ensure outreach to and incorporation of feedback from all stakeholders involved in the labor market regulations in Tunisia, including but not limited to, the private sector;
- Provide detailed information on labor market regulations and participate in a detailed analysis of the "root causes" that underlie labor market regulations as a binding constraint;
- Support the design, preparation and implementation of labor market reforms and activities, studies, analytical work, policy work, and advisory activities.

### Level of effort:

On average, the labor market Expert's role should occupy at least 50 percent of a full-time equivalent (FTE) position on an intermittent basis during the entire Compact development process.

### Counterpart Staff:

The Labor Market expert will be expected to coordinate effectively with the other members of the Tunisian compact development team, especially the Senior Expert in market efficiency and competition.

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Interested candidates are requested to send a resume and cover letter (both in English) in PDF format, before **November 22<sup>nd</sup>, 2017** to the following e-mail address: [application.mcc@mdici.gov.tn](mailto:application.mcc@mdici.gov.tn)