



REPUBLIQUE TUNISIENNE
Ministère du Développement de l'Investissement
et de la Coopération Internationale

AVIS DE RECRUTEMENT D'EXPERT CONTRACTUEL

Dans le cadre de la coopération avec la Millenium Challenge Corporation à travers le programme COMPACT, Le Ministère du Développement de l'Investissement et de la Coopération Internationale, annonce le recrutement d'experts pour les postes suivants :

- **Spécialiste national dans le domaine du suivi et de l'évaluation (01 poste- référence P1)**
- **Spécialiste Évaluation environnementale et sociale (01 poste- Référence P2)**
- **Spécialiste en droit (01 poste- Référence P3)**
- **Directeur financier (01 poste- Référence P4)**

Le dossier de candidature préliminaire doit comprendre un CV (2 pages au maximum) et une lettre de motivation (01 page au maximum) obligatoirement en anglais et en format PDF (Ne seront pas acceptés les documents dans une langue autre que l'anglais et la candidature sera considérée comme nulle et non-avenue). La candidature est limitée pour un seul poste.

La date limite de dépôt de candidature est fixée au 12 septembre 2017, et les candidatures doivent parvenir par e-mail à l'adresse: application.mcc@mdici.gov.tn

Il est à noter que l'objet du mail doit contenir le Nom, Prénom et l'intitulé du poste pour lequel le candidat(e) souhaite postuler.

Pour plus de détails consultez la description des postes.

Description des postes





CALL FOR APPLICATIONS – M&E 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, and the Parties are seeking to enter into a Millennium Challenge Compact to advance economic growth and poverty reduction in Tunisia.

To ensure a strong start, each selected country should convene 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 Team, will include an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

Position description

During the initial phases of compact development, the M&E Expert will be expected to support the sector leads and the Compact Development Team (CDT) more generally on development of projects that are clearly related to the constraints to economic growth, address the specific problems underlying the constraint(s), and have a clear and complete logic or theory of change that is based on relevant data and evidence on the effectiveness of proposed interventions by conducting evaluability (the ability of the project to produce/demonstrate measurable results) assessment(s) throughout compact development.

This will require the M&E Expert to provide guidance to the sector team(s) and economist in a variety of areas such as problem diagnostic, data collection, and data quality, as well as support on interpretation of the literature related to proposed projects' evidence base.

Once projects are identified for funding, the M&E Expert will continue to work closely with the CDT Technical Experts to assess project evidence, develop a results framework, define monitoring indicators, document existing baseline data for relevant indicators and project/compact targets, assess existing data quality and data needs, as well as lead discussions on the prospective evaluation strategy.

Roles and Responsibilities

- Support sector leads on the development of potential projects, taking into consideration the relevant evidence gathered during compact developing, including the Constraints Analysis, problem diagnostic(s), Investment Opportunities Analysis, and Social and Gender Constraints Assessment.

- Manage the process for developing a program logic (including problem statement, outputs, short- and medium-term outcomes, long-term impacts, and underlying assumptions and risks) for each Compact project under consideration.
- Complete an “evaluability” assessment for each Compact project under consideration.
- Assist the Sector Lead(s) and Economist in projecting the likely economic impacts of potential projects by helping to identify, document and assess quantitative evidence from similar projects.
- Incorporate anticipated M&E data needs (i.e. for establishing baselines or informing targets) into the development of any feasibility study or preliminary design work that may be undertaken during the compact development process by the Sector Lead(s) or Economist.
- Identify opportunities to rigorously evaluate the impact of proposed projects, and lead discussions with various stakeholders on how to enable rigorous evaluation of projects when feasible.
- Identify opportunities for real-time or in-depth monitoring efforts that would help to improve project implementation, and build into project plans.
- Review existing data sources for potential monitoring indicators to assess availability of data, quality of data, frequency of reporting, levels of disaggregation, etc. Assess data quality of existing systems and prepare any necessary proposals for addressing data quality gaps.
- As proposed projects develop, work with sector experts, Economist, and other relevant stakeholders to document targets of key indicators based on broad implementation work plans and anticipated results.
- Work with MCC M&E Lead to understand existing MCC M&E reporting system and propose model for integrated M&E system to manage performance information under the Compact.
- Assess the capacity of stakeholders to implement required monitoring and evaluation data collection and reporting. Identify and coordinate with other donors involved in statistical capacity building and data collection. Coordinate and oversee data collection, if required.
- Prepare/train implementing entities on their expected M&E responsibilities under the Compact.
- Develop a comprehensive budget for expected training, technical assistance, additional studies, data collection, data quality reviews, and evaluations under the compact.
- Work with MCC M&E Lead to share information related to M&E and other relevant Compact developments and to ensure work is in compliance with MCC M&E Policy.
- Define project M&E metrics and milestones and analyze project performance to anticipate changes/adjustments to project designs and implementation plans, capture best practices, and build informative reports on the Compact’s impact on its stakeholders;
- Guide program staff and implementing partners on the mainstreaming of M&E tools and principles into project designs and promote knowledge and accountability for their proper utilization;
- Develop M&E plans and budgets, identify external M&E resources, and ensure the effective implementation of the M&E framework aligned to program initiatives and the Compact’s objectives.

Required qualifications:

- MA or PhD in economics, statistics or a related field with a focus on the quantitative analysis of programs.
- Five (5) years of prior work experience developing and implementing M&E systems (defining indicators, documenting and tracking against targets, collecting data, ensuring data quality control) of development projects (*sector experience preferred*).
- Demonstrated experience with assessing data quality of existing sources.
- Demonstrated experience with defining data collection needs, including both data extraction from existing resources and primary data collection through quantitative and qualitative surveys.
- Strong analytical and report writing skills.
- Willingness to undertake regular field visits and interact with stakeholders.
- Ability to work in a multi-disciplinary team, with multiple stakeholders and competing time pressures.

- Capacity to manage a variety of tasks and demands with limited supervision, in a responsible and flexible manner.
- Demonstrated experience in one or more of the following statistical analysis software and databases, such as STATA, SPSS, SAS, CSPRO, Access, Excel
- Experience designing prospective impact and performance evaluations (*preferred*).
- Experience working on economic development projects with other donor institutions (*preferred*).
- Working knowledge of English (*preferred*).

Level of effort:

On average, the M&E Expert's role should occupy 50 – 75 percent of a full-time equivalent (FTE) during the Compact development process. The heaviest contributions from the M&E Expert will be needed for assessment of the program logic; the consideration of potential projects; the refinement, further development and design of proposed projects, including the advancement of specific opportunities for rigorous evaluation; and the preparation of the M&E Plan.

Interested candidates are requested to send a CV and covering letter (both in english) before September 12th, 2017 to the following e-mail address : application.mcc@mdici.gov.tn



CALL FOR APPLICATIONS ENVIRONMENTAL AND SOCIAL ASSESSMENT 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.

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Position Description :

Environmental and Social Assessment Specialist provides technical input to ensure the environmental and social performance of all Compact funded activities. This involves ensuring compliance with relevant national environmental and social laws and regulations, MCC Environmental Guidelines, and the International Finance Corporation (IFC) Performance Standards on Environment and Social Sustainability.

Roles and Responsibilities :

- Engage CDT (CDT), MCC Staff, and other government counterparts to effectively integrate environmental and social considerations into project planning, development, and implementation, including Terms of Reference, work plans, designs, supervision contracts, budgets, timelines, and monitoring mechanisms; this includes: (a) ensuring that all projects meet MCC requirements, including the International Finance Corporation's Environmental & Social Performance Standards; and (b) identifying opportunities for enhancing project design and implementation through the application of good international practice.
- Undertake the preparation of terms of reference to conduct due diligence analyses including (but not limited to) Environmental and Social Assessments, Environmental and Social Management Plans, Resettlement Policy Frameworks (RPF), Resettlement Action Plans (RAPs), and Environmental and Social Management Systems (ESMS).
- Assist in the preparation and review of Environmental & Social Performance (ESP) documents including (but not limited to) Environmental and Social Assessments, Environmental and Social Management Plans, Resettlement Policy Frameworks (RPF), Resettlement Action Plans (RAPs), Environmental and Social Management Systems (ESMS) and ESP reporting.
- Engage the Tunisia CDT staff and government counterparts to effectively integrate environmental and social considerations into project development, design, and implementation early in the project cycle.

- Ensure that resettlement planning and implementation are incorporated into studies, plans, and project implementation in accordance with Tunisian law and IFC Performance Standard 5 as early in the project cycle as is feasible.
- Undertake visits to project sites in support of project development. Coordinate closely with the Tunisia CDT members and government partners to ensure proper application of the IFC PS in all projects under consideration to be funded by the Compact.
- Serve as an interlocutor on environmental and social issues (including resettlement) between: (a) the project-affected parties and Tunisia Team; (b) Tunisia CDT and the MCC ESP; and (c) Tunisia CDT and other Tunisian institutions.
- Support the Tunisia Compact Development Team (in collaboration with the Social and Gender Assessment Specialist) in the planning and implementation of public consultation sessions.
- Assist in the preparation of progress reports to MCC and the Government of Tunisia using inputs provided by the Tunisia Compact Development Team.
- Perform other tasks and responsibilities related to environmental and social safeguarding and resettlement as requested by the Tunisia CDT Leader.
- Directly supervise staff and consultants providing environmental and social performance services for Compact activities.

Qualifications and Experience

- Degree in natural or social science, environmental planning, environmental engineering, or similar discipline.
- At least five (5) years' professional experience in applied management of environmental and social risks. Experience leading efforts to integrate environmental and social considerations into infrastructure design and implementation highly desirable.
- Knowledge of (a) Tunisia's environmental laws and regulations, particularly those relevant to public health and safety, consultation, land acquisition and resettlement; and (b) good international industry practice in environmental and social performance of large development projects.
- Knowledge of the IFC's Environmental & Social Performance Standards.
- Knowledge of World Bank OP 4.12 on Involuntary Resettlement. Experience in implementing resettlement processes for large infrastructure projects desirable.
- Experience in the preparation and implementation of environmental and social management systems for either the public or private sectors and knowledge of ISO 14001. Experience working on projects funded by international organizations highly desirable.
- Demonstrated ability to provide effective oversight and collaborate with multidisciplinary teams and institutions including technical experts, government officials, project affected parties, and civil society.
- Demonstrated ability to manage a variety of tasks with minimal supervision.
- Strong computer skills in Microsoft Office applications, including MS Project and MS Excel.
- Native written and verbal communication skills in French.
- Excellent written and verbal communication skills in English are highly desirable.

Level of Effort :

On average, Environmental and social assessment specialist's role should occupy 50 percent of a full-time equivalent (FTE) during the Compact development process. The heaviest contributions from the Expert will be needed for during and following the Compact drafting and negotiation process; although work will be needed prior to that time in responding to legal due diligence questions from MCC.

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CALL FOR APPLICATIONS LEGAL COUNSEL

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To ensure a strong start, each selected country should convene 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 Team, will include an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

Position Description:

The Compact Development Team (CDT) typically needs legal counsel once concepts for compact development have been identified and extending through negotiation and signing of the compact. Legal counsel is responsible for advising the Government of Tunisia (Government) on all legal issues relating to the compact, including the obligations assumed by the Government under the compact and legal matters affecting the projects to be funded under the compact.

Note: A number of legal issues relating to both domestic and international law will arise during compact development. Those issues will need to be addressed as part of the compact documents. As a result, MCC requests that the Government assign an attorney or team of attorneys to represent the Government and work with MCC to address the following key legal issues:

- ***Government and CDT Responsibilities and Governance***
 - Cooperate with and advise representatives of the Government, including Ministries and Parliament, regarding the Government's responsibilities under any potential agreement with MCC;
 - Act as the main liaison between the CDT and MCC's Office of the General Counsel. Determine the need for additional legal experts (outside counsel), identify possible sources for such experts, provide recommendations on particular legal tasks that should be outsourced to an outside counsel, and manage such outside counsel;
 - Advise the CDT regarding employment matters, including drafting and negotiating employment agreements; and
 - Provide guidance on legal implications of procurement or financial activities that may be undertaken by the CDT.

- ***Program Due Diligence and Design***
 - Advise on the legality and enforceability of the compact as an international agreement under Tunisian law;
 - Advise on the legality and enforceability of compact-related agreements;
 - Identify and advise on all legal requirements (for example, the issuance of permits or other approvals) that may be required for the projects and activities to be funded under the compact;
 - Advise on the requirements under Tunisian law to ensure that any MCC funding is tax-exempt in accordance with the requirements of the compact;
 - Advise on the formation or designation of an entity in Tunisia to administer the compact and its projects and activities (the “Accountable Entity”);
 - Review and negotiate any grant agreements between MCC and the Government providing funding for the compact development phase; and
 - Respond to due diligence inquiries by MCC’s Office of General Counsel.

- ***Compact Negotiations***
 - Review and negotiate the compact and related agreements, which may include:
 - a bank agreement,
 - a procurement agent agreement,
 - a fiscal agent agreement,
 - forms of implementing entity agreements, and
 - agreements connected with the establishment and governance structure of the Accountable Entity;
 - Provide legal opinion(s) to the Government, and MCC, on the validity and enforceability of the compact and related agreements;
 - Assist the Government in the execution of the compact and related agreements;
 - Assist the Government to ensure the compact is approved and ratified by the appropriate governmental bodies in a proper and timely manner and in a manner sufficient to ensure the Compact is treated in all respects as an international agreement under Tunisian law; and
 - Identify and advise the Government on the resolution of legal issues related to the formation or designation of the Accountable Entity.

In addition, Legal Counsel’s responsibilities will include such other responsibilities that are commonly exercised or incidental to the position of legal counsel or as may be delegated from time to time by the CDT.

Qualifications and Experience

Legal Counsel for the CDT must be qualified under the laws of Tunisia and have authority to represent the Government in all phases of compact development. Legal Counsel should have extensive familiarity with the public laws of Tunisia, as well as the international laws affecting the Government and the requirements for international agreements. Counsel meeting these qualifications typically include attorneys with the Ministry of Justice or Attorney General’s Office.

Additional criteria for the CDT Legal Counsel include:

- experience representing the Government, especially in transactions or situations involving foreign investors or bilateral or multi-lateral transactions with foreign governments;
- experience advising entities in negotiating, executing, and implementing international agreements with foreign governments;
- experience representing parties in the formation, organization, and administration of legal entities in Tunisia, especially entities that perform a governmental or charitable function;
- experience in government procurement and contracting;
- experience in administering or providing advice regarding tax exemptions under Tunisia law;

- excellent oral and written communication skills;
- the ability to work under pressure and against tight deadlines; and
- fluency in spoken and written English.

Level of effort:

On average, the Legal Counsel's role should occupy 50 percent of a full-time equivalent (FTE) during the Compact development process. The heaviest contributions from the Legal Counsel will be needed for during and following the Compact drafting and negotiation process; although work will be needed prior to that time in responding to legal due diligence questions from MCC.

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CALL FOR APPLICATIONS FINANCIAL DIRECTOR

The Millennium Challenge Corporation (MCC) is an independent foreign assistance agency of the United States Government.

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 and manage the overall compact development process. This team, known as the Compact Development Team, includes an experienced, full-time national coordinator supported by a staff of well-qualified subject matter experts and technical specialists.

This call for applications is intended to solicit the addition of a Financial Director working on a part-time basis to support that team.

POSITION DESCRIPTION FOR A FINANCIAL DIRECTOR:

Description of main responsibilities:

- Manage expenditure of funding provided by MCC and/or the Republic of Tunisia according to regulations set by the MCC and/or the Republic of Tunisia.
- Ensure adherence to all financial management provisions of the grant or grants provided by MCC and related documents.
- Serve as the primary liaison with the Fiscal Agent if/when engaged by the Republic of Tunisia. The Fiscal Agent provides fiscal management services and funds control to ensure the proper and transparent use of MCC funding.
- Manage the preparation of the Tunisian Compact Development Team's annual program budget for the entire Compact period, as well as detailed budgets on a quarterly basis.
- Develop quarterly disbursement requests for funding from MCC.
- Develop a financial management operations manual, known as the Fiscal Accountability Plan (FAP), which outlines all procedures necessary for financial management operations, sound internal control, and designates the officials that have the authority to approve obligations, verify receipt of goods and services, and execute payments.
- Monitor and ensure compliance with all aspects of the FAP.

- Cooperate fully with auditors engaged to ensure that the auditing requirements of the program are satisfied.
- Represent the program on all financial aspects to the Tunisian government, donor community, civil society, private sector, and others.
- Develop and manage all program accounting reports, including special reports required by the Tunisian Compact Development Team or the Board of Directors.
- Provide leadership and guidance to staff of the Compact Development Team on financial management matters.
- Supervise the processing and analysis of project-related expenses and ensure that they are in accordance with approved budget, MCC policies, and government procedures.

Qualifications and Experience:

- University Degree or equivalent in Accounting (preferred) or Finance.
- Professional Certification as a CPA or Chartered Accountant strongly preferred.
- Proven management skills and experience in activities related to financial management.
- Experience in developing and managing financial management systems and processes.
- Ability to liaise with other divisions within the Tunisian Compact Development Team to ensure smooth implementation of its activities.
- Excellent written and verbal communication skills in English.

Level of effort:

On average, the Financial Director's role should occupy approximately 25 percent of a full-time equivalent (FTE) during the entire Compact development process on an intermittent basis. The heaviest contributions from the Legal Counsel will be needed for during and following the Compact drafting and negotiation process; although work will be needed prior to that time in responding to legal due diligence questions from MCC.

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