



REPUBLIC OF TUNISIA

MINISTRY OF DEVELOPMENT, INVESTMENT AND INTERNATIONAL COOPERATION

ASSIGNMENT OF CONTRACTING EXPERTS

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

- Market efficiency and competition senior expert (01 position – Reference P5)
- Labor market senior expert (01 position – Reference P6)
- Water senior expert (01 position – Reference P7)

The premium application file should include a resume (02 pages maximum), and a cover letter (01 page maximum) in english 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 your CV 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: september, 22nd, 2017 via e-mail on the following address:
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 description





CALL FOR APPLICATIONS – WATER 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, 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.

We are seeking a highly motivated Senior Water Management Expert for this team, who will facilitate the design of activities to alleviate water scarcity-driven constraints to economic growth, through improving water resources management and constructing or rehabilitating water infrastructure, as part of Tunisia's future MCC compact program.

Qualifications :

- University Degree in a field relevant to water resource management (civil engineering, water engineering, hydrology);
- Knowledge of Tunisia's region water resource system management system;
- Knowledge of Tunisia's water policies, institutions, and reform priorities.
- Ten years' experience managing water-related investment projects in Tunisia and/or in the MENA Region
- A graduate degree in environmental or civil engineering, urban planning, public policy, economics physical or natural sciences, energy-water-food security nexus and hydrology, is preferred;
- 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 sustainable water management principals and related governance aspects;
- Good understanding of issues related to governance, gender mainstreaming and social inclusion, and how these issues pertain to the water sector

- Experience with managing conflict situations and demonstrable negotiation skills will be an advantage;
- Fluency in English, French and Arabic;

Description of main responsibilities:

- Build an economic justification and rationale for the use of public funds for any potential water projects, including a clear explanation of the ways in which projects will raise economic growth, alleviate poverty, and promote regional trade. Carry out consultations with relevant ministries and public institutions, private sector and other stakeholders (Water Users Association (WUA) and Village Association of Drinking Water Users (VADWU), Agricultural development group (ADG), National Water Distribution Utility (SONEDE), etc...;
- Elaborate / develop all the documents necessary to discuss for a future MCC investment in the water sector 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 Water constraint.
- Undertake complex planning, data gathering, and research assignments;
- Interpret data about projected water delivery, use and storage, conservation, and population trends;
- Investigate existing long-term water supplies and alternatives, such as conservation programs and transfer agreements;
- Prepare detailed reports and presentations;
- Ensure outreach to and incorporation of feedback from all stakeholders involved in the water management in Tunisia;
- Provide detailed information on potential water investments and participate in a detailed analysis of the “root causes” that underlie water scarcity as a binding constraint;
- Support the design, preparation and implementation of water sector projects, studies, analytical work, policy work, and advisory activities.

Level of effort:

On average, the Water Expert’s role should occupy at least 50 percent of a full-time equivalent (FTE) position during the entire Compact development process.

Counterpart Staff:

The Water expert will work directly with MCC’s Water Resource and Environmental Experts for Tunisia.

Interested candidates are requested to send a CV and cover letter (both in English) in PDF format, before **September 22nd, 2017** to the following e-mail address : application.mcc@mdici.gov.tn



CALL FOR APPLICATIONS – MARKET EFFICIENCY AND COMPETITION SENIOR EXPERT

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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.

Accordingly, we are seeking a highly motivated Senior Expert in efficient goods and services markets, who will design and develop activities designed to alleviate barriers to efficient market function, for example implementation of recent reforms, rationalization of price controls and the role of state owned enterprises with monopoly and/or operational and regulatory powers, 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, and 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 Market Efficiency and Competition Senior Expert will undertake the following tasks/duties:

- Design and develop a public investment program of reforms and activities designed to address impediments to growth evident in the functioning of the markets for goods and services.
- 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 market efficiency 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 market controls 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 goods and services markets in Tunisia, including but not limited to, the private sector;
- Provide detailed information on markets efficiency and participate in a detailed analysis of the “root causes” that underlie market controls as a binding 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 and/or economics (Masters degree or above)
- Knowledge of Tunisia’s goods and services markets (e.g. agriculture, manufacturing, onshore/offshore, services, trade, finance, etc.)
- At least 10 years of prior work experience developing and implementing goods and services market reforms, with experience in economic cost-benefit analysis preferred
- 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 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;

Counterpart Staff:



The Market Efficiency and Competition 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.

Level of effort:

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

Interested candidates are requested to send a CV and cover letter (both in English) in PDF format, before **September 22nd, 2017** to the following e-mail address : application.mcc@mdici.gov.tn



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.

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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, collective bargaining procedures and agreements, protection of employees, 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 markets.

Qualifications :

- University degree in a field relevant to labor market and/or economics (Masters degree or above)
- Knowledge of Tunisia's labor market system
- At least 10 years of prior work experience developing and implementing labor market reforms



- 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, 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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Programmeur

DESCRIPTION DE POSTE

Sous la supervision du Chef de service TI, le programmeur aura comme principal mandat l'amélioration des processus administratifs et opérationnels. Plus précisément, celui-ci devra participer à la conception et au maintien d'outils informatiques liés aux processus. Ses principales tâches sont :

- Travailler en équipe d'analyse lors du démarrage d'un projet;
- Organiser la solution technique et effectuer l'analyse fonctionnelle;
- Effectuer la programmation requise;
- Participer à l'intégration en milieu de travail (bureau et usine) et donner la formation requise aux usagers;
- Veiller à la qualité des programmes et services;
- Participer au support aux usagers;
- Effectuer toutes autres tâches demandées par le superviseur immédiat.

COMPÉTENCES ET QUALITÉS RECHERCHÉES

- DEC en informatique option programmation ou Bac en informatique de gestion
- 3 à 5 ans d'expérience
- Expérience en développement d'applications et en gestion de bases de données SQL;
- Programmation ASP, ASP.NET, VB.NET et C#;
- Comprendre la conception Web et connaissance du HTML, DHTML, JavaScript, CSS et maîtrise de la programmation T-SQL
- Connaissance d'un logiciel de gestion manufacturière (ERP) (un atout);
- Responsable, débrouillard, et minutieux;
- Aptitude à fixer des priorités et à respecter des délais serrés;
- Ouverture d'esprit, créativité et capacité d'innover;
- Capacité d'analyse et de synthèse;
- Leadership et bon esprit d'équipe;
- Capacité à gérer et mener à terme des projets de longue haleine ;
- Bonne capacité d'adaptation face aux changements