



This project is funded by  
the European Union

## Prevention and Fight against Corruption



TERMS OF REFERENCE	
CONTRACT NO:	2017/386-597, PREVENTION AND FIGHT AGAINST CORRUPTION
OBJECTIVE (S)	STRENGTHENED CAPACITIES FOR PREVENTION OF CORRUPTION IN LINE WITH THE STRATEGY AND ACTION PLAN AND THE RECOMMENDATIONS OF THE ACTION PLAN FOR CHAPTER 23 (CHAPTER 2. FIGHT AGAINST CORRUPTION).
EXPERT CATEGORY:	SENIOR NON-KEY EXPERT
POSITION:	SNKE - WHISTLE-BLOWERS PROTECTION EXPERTS (2 POSITIONS)
RESULT (S):	RESULT 2 - PREVENTION OF CORRUPTION
ACTIVITY NO:	<p>2.2.: SUPPORT IMPLEMENTATION OF LEGISLATION FOR PROTECTION OF WHISTLE-BLOWERS, AND ANALYSIS AND DISSEMINATION OF BEST PRACTICES CONCERNING THEIR PROTECTION. BESIDE PUBLIC SECTOR, SPECIAL FOCUS SHOULD BE PUT TO DOMESTIC PRIVATE SECTOR;</p> <ul style="list-style-type: none"> <li>2.2.2: Based on proposed module for establishment of network and coordination mechanisms - establish coordination network of whistle-blowing officers on central government level.</li> <li>2.2.3: Organize up to 4 coordination meetings of WB officers' platform on coordination network.</li> <li>2.2.6: Conduct 8 x 1-day training on WB protection for representatives of the institutions involved in the implementation of the WB protection law.</li> <li>3.9.5: Organize up to 2 one-day seminars on WB protection mechanisms for the representatives of the state-owned and state-controlled companies.</li> </ul>
DAYS ALLOCATED:	80 DAYS (40 FOR EACH SENIOR NON KEY EXPERT)
LOCATION:	SERBIA
START/END OF THE TASKS	JULY 2019 – OCTOBER 2019

### 1. Background

#### 1. Beneficiary country

Republic of Serbia

#### 1.1 Contracting authority

European Union Delegation in the Republic of Serbia.

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Project implemented by



## 1.2 Relevant Project Background

### 1.2.1 Overall Objective

Improve overall efficiency in fight against corruption and reduce all form of corruption

### 1.2.2 Project Purpose

To strengthen national mechanisms for prevention and fight against corruption in accordance with the National Anti-Corruption Strategy and Action Plan for the Action Plan for Chapter 23.

## II. Scope and content of the assignment

In regard to capacity building of the representatives of the state institutions involved in implementation of the WB protection measures the requested Senior Non-Key Experts, performed under the overall guidance of Team Leader will address the following activity within the implementation phase:

Tasks	Deliverables
<b>General tasks</b>	
1. Attend the kick-off meeting to determinate the tasks and methodology used to deliver requested outputs. NKEs will attend any other coordination meetings in regard to their tasks with Beneficiary and TL, when needed.	Short notice from the meetings.
<b>Task related to expected deliverables</b>	
1. In close cooperation with TL the engaged SNKEs will prepare a draft module for establishment of network and coordination mechanisms used by whistle-blowing officers on central government level with aim to strengthen their cooperation and in particular exchange the information and good practices in regard to the WB protection procedures. The draft model will be further discussed with the whistle-blowing officers, updated and agreed at the meetings (up to 4) organised by TAT.	1. Module for establishment of network and coordination mechanisms for whistle-blowing officers on central government level. 2. Up to 4 meetings conducted 3. Meeting attendance lists
2. The engaged SNKE will provide up to 10 x 1-day trainings on WB protection for representatives of the institutions involved in the implementation of the WB protection law and the state-owned and state-controlled companies	4. Up to 10 x 1-day trainings conducted. 5. Trainings attendance lists
4. When tasks concluded, the SNKEs will deliver end of mission report.	6. Mission Report delivered.
The project TAT will coordinate the activities and arrangements needed to fulfil the assignment under present ToR.,	

### *III. Qualification and skills:*

#### *SNKE – Whistle-Blowers Protection Expert*

##### **General professional experience**

- University degree in Law, Political, Social Sciences or in area relevant to the present assignment;;
- At least 7 years in general professional experience relevant for the assignment;
- Experience on delivering of trainings on WB protection, training development methodology, training techniques, etc.;
- Experience in designing and delivering of trainings;

##### **Specific professional experience**

- Have hands-on experience working on prevention of corruption;
- Teamwork and good communication skills;
- Fluency in Serbian and English is required.

### *IV. Annexes*

- Project ToR
- NKE Mission Report template

### Application

\* apply via e-mail to [stevan.stepanovic@pwc.com](mailto:stevan.stepanovic@pwc.com)

\*\*apply only with CVs in Europass form (include supporting documents for relevant experience stated in your CV) and specify for which concrete position you are applying for

\*\*\*Please note that only short-listed candidates will be contacted