**Adaptive ability testing of candidates for position of The National Anti-Corruption Bureau (NABU) Director**

1 December 2021

**Terms of Reference**

**Background**

Since the Revolution of Dignity in 2013/2014, Ukraine has been on a path of enhanced reform towards democratisation and increased ties with the European Union and other western partners. However, endemic corruption continues to impede deep democratisation and inclusive economic growth.

In the recent years, Ukraine introduced an entirely new anti-corruption architecture that not only provide for new anti-corruption policies and laws but also establishes institutions for preventing and combating corruption.

The National Anti-Corruption Bureau (NABU) as a pre-trial investigative, law enforcement agency, was set up in 2015. NABU’s main mandate is to prevent and fight top-level corruption, i.e., corruption offences committed by senior public and local officials and those that threaten national security. Specific areas of NABU’s competence include:

- analytical work;

- pre-trial investigations which include search, seizure and covert operations;

- search and seizure of funds and other assets;

- internal control;

- cooperation with whistle-blowers.

On September 16, 2020, the Constitutional Court of Ukraine (CCU) declared unconstitutional various provisions of the Law on NABU. More specifically, provisions affected by the judgment included powers of the President of Ukraine to establish NABU, appoint and dismiss the Director of NABU, and appoint three members to the competition commission managing the selection of a new Director of NABU.

On October 19, 2021, Parliament of Ukraine amended the law on NABU to ensure that it is aligned with the judgement of the CCU. Particularly, the legislator redefined the legal status of NABU as well as provisions governing the external audit of NABU and the selection of the NABU director. Moreover, the amendments introduced to the Law on NABU triggered the selection process of new NABU Director.

**Objective**

The objective of the activity is to assist NABU Selection Commission (NABU SC) in supporting one of the stages of the competitive selection, in particular, to test the candidates for the position of NABU Director with regard to their adaptive intelligence ability.

**Scope of Work**

The scope of work of the service provider shall consist of the following specific task:

* Conduct computer based Adaptive ability test for up to 200 candidates for the position of NABU Director.

Rent of testing venue, furniture and equipment shall not be included into proposal.

**Timeframe**

The testing services shall be delivered according to the timeline identified by the NABU SC. Preliminarily timeframe is February - March 2022.

The commencement date is the date of signature of the contract by both Parties and the period of implementation of the contract will be up to 6 months with the possibility of extension.

**Outputs**

The key outputs to be delivered during the assignment are reflected in the scope of work above and include, but are not necessarily limited to:

* Adaptive ability testing of up to 200 candidates;

A final project report should be prepared and shared with the NABU SC and EUACI with a view to present a summary of the achievements made against the scope of work above, the key outstanding issues and the recommended follow-up actions to be taken if any.

**Professional Requirements**

The service provider shall possess the following professional experience:

* 5 years of experience related to General Skills testing, including the conduction of testing for the candidates to the anti-corruption/judiciary institutions;
* Company with a solid reputation in General Skills testing at international level, using internationally known instruments and services for assessment, ensuring high quality, scientific standards and country specific adaptation under supervision of copyright holders due to terms and conditions of ITC;
* Experience of working with governmental institutions as well as international organizations or technical assistance projects assisting anti-corruption efforts of Ukraine.

The services should be provided by representatives of the provider with the engagement of NABU SC representatives if needed.

**Monitoring and evaluation**

Definition of indicators

The performance of the contractor shall be judged upon reaching the purpose of this contract as well as obtaining its results, as indicated in the sections “objectives” and “outputs” herein respectively. Moreover, the performance of the contractors will be assessed by EUACI upon successful implementation of all the specific activities indicated above.

Special requirements

By signing the contract, the contractors agree to hold in trust and confidence any information or documents ("confidential information"), disclosed to the contractors or discovered by the contractors or prepared by the contractors in the course of or as a result of the implementation of the contract, and agrees that it shall be used only for the purposes of the contract implementation and shall not be disclosed to any third party.

The contractor reports to the EUACI. The contractor shall be briefed prior to starting with the assignment. The contractor shall de-brief the EUACI prior to finalising the assignment.

**Cross-cutting issues (integration of the youth, equal opportunities)**

The assignment will be implemented ensuring equal opportunities for men and women and integration of the youth.

**Evaluation criteria**

Bids will be evaluated under the criteria provided below:

* Testing methodology – 30%
* Portfolio of completed projects, quality, and relevance of past work – 40%
* Proposed budget – 30%

**HOW TO APPLY**

Deadline for submitting the proposals is **30 December 2021, 18:00 Kyiv time**.

The proposal should be submitted within the above deadline to [vikkyl@um.dk](mailto:vikkyl@um.dk) CC: [andhni@um.dk](mailto:andhni@um.dk) with the subject “NABU adaptive ability testing”.

**Documents to be submitted in a Proposal**

* A information note on the company, including information about experience in similar activities and proposed testing methodology;
* Financial Proposal.

Bidding language: English.

**Clarification questions**

Any clarification questions regarding the request for bid should be addressed to [vikkyl@um.dk](mailto:vikkyl@um.dk) not later than 23 December 2021, 18:00 Kyiv time.

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