

Project Manager

supporting SARDI human capital development initiatives

EU4Reconstruction. Stream 2

The EU4Reconstruction Stream 2 is looking for a Project Manager to support the human capital development, training, educational and other capacity building initiatives for the State Agency for Reconstruction and Development of Infrastructure.

Background

The EU4Reconstruction. The European Union (EU), together with Denmark, Germany, France and Lithuania, launched EU4Reconstruction, a €37 million Team Europe Initiative that unites the strength, experience and solidarity of the EU to support Ukraine's ongoing recovery and reconstruction.

The initiative aims to strengthen governance, improve public investment management, and enhance coordination across levels of government, with a strong emphasis on EU values. The Team Europe Initiative is divided into two parallel and communicating streams; one stream will be composed of GIZ (Lead Organisation) and Expertise France (Partner Organisation) and the other stream will gather the Ministry of Foreign Affairs of Denmark (Lead Organisation) and CPVA (Partner Organisation).

EU4Reconstruction will reinforce the leadership of the Ministry for Communities and Territories Development, strengthen the State Agency for Reconstruction and Development of Infrastructure (**SARDI**), empower local governments to manage reconstruction professionally and sustainably, and support civil society and independent media to play an active role in oversight, ensuring public trust and reducing corruption risks.

The programme will strengthen the policy dialogue around reconstruction and recovery and will focus in particular on the governance of public investment management, public infrastructure management at national, regional and local levels and how to link this with necessary capacity development to make the system work. Part of this process will ensure that the stakeholders in the programme and their policy and regulatory setup are prepared for EU accession. This will, in particular, ensure resources are allocated effectively, transparently, accountably and with broad inclusion in infrastructure planning and execution, reflecting the subsidiarity principle.

Denmark together with Lithuania implements Stream 2 of the EU4Reconstruction programme aimed at strengthening the capacity of the SARDI and its subordinated entities to act as contracting authority and Project Implementation Unit for major reconstruction projects.

SARDI and its ecosystem. SARDI was established by the Resolution of the Cabinet of Ministers of Ukraine, dated 13 January 2023. It was created through the renaming of the State Road Agency of Ukraine and the merger with the State Agency for Infrastructure Projects.

SARDI is structured around a central authority in Kyiv and a broad network of regional and subordinate entities, including 24 Regional Offices for Restoration and Infrastructure Development (the SARDI ecosystem).

SARDI is currently responsible for prioritisation, planning and implementation of road infrastructure projects, as well as implementation of other reconstruction projects delegated by the Cabinet of Ministers.

The scale, technical complexity, and urgency of reconstruction require a highly qualified, stable, and motivated workforce capable of delivering large public investment programmes in line with EU standards.

SARDI currently faces systemic challenges related to human resource management, staff attraction, and retention. Salary constraints within the public sector framework, limited career progression mechanisms, insufficient structured professional development, and heavy reliance on external consultants undermine institutional continuity and knowledge accumulation. High staff turnover poses risks to operational sustainability, implementation speed, and quality assurance in infrastructure and recovery projects.

To address these structural capacity constraints, there is a need to establish a comprehensive and sustainable human resource management framework that strengthens SARDI ecosystem's internal capacity while reducing long-term dependency on external expertise.

The position

Title: Project Manager supporting SARDI human capital development initiatives (**Project Manager**).

Place of service: The EU4Reconstruction Stream 2 office, Kyiv.

Contract: Full-time employment position under the contract with Danish Embassy. All staff have to pass a security check.

Conditions: A competitive salary commensurate with qualifications and experience, in line with Danish Embassy staff policy and a benefit package including a performance-based bonus, health insurance and five weeks of paid annual leave.

Team and Reporting: The Project Manager will report directly to the Team Leader for the Capacity Development of the SARDI (**Team Leader**) and will work in close cooperation with other project managers of the EU4Reconstruction Stream 2. The Project Manager will manage

human capital development activities under Stream 2, including technical assistance, training programmes and institutional development initiatives implemented through external contractors.

Key Responsibilities

Project coordination

- Develop and maintain work plans for human capital (HC) policies and management, including various talent management, training, education and other capacity building activities, ensuring alignment of project activities with EU4Reconstruction Stream 2 objectives and other donor initiatives.
- Conduct procurements, design interventions, draft ToRs and conduct the procurement under the Danish MFA internal systems and rules.
- Coordinate work of Contractors engaged in supporting HC development initiatives, training, education and other capacity building activities.
- Oversee the implementation and ensure the quality of the deliverables of the experts, consultants and other service providers engaged in providing technical assistance to the SARDI.
- Collect invoices from service providers, verify compliance with contracts, and ensure timely posting of payments.
- Ensure effective cooperation and information flow between the Team Leader, other project managers in EU4Reconstruction Stream 2, SARDI and SARDI SOEs.

Support to capacity buildings and institutional development of SARDI ecosystem

- Identify and assess HC development, talent management, training, education, other capacity building needs.
- Organize and coordinate capacity building and technical assistance for the SARDI ecosystem.
- Organise, coordinate and contribute to delivery of education, training programmes and other professional development activities for the SARDI ecosystem, including international visits and study tours.
- Organise and coordinate activities related to corporate university development based on NIRI.
- Organise and coordinate activities related to engagement of students and young professionals to work at SARDI ecosystem.
- Contribute to developing internal policies, instructions and other documents related to HC development.

Monitoring and reporting

- Track progress against sub-output indicators and report to the Team Leader and EU4Reconstruction management.

The successful candidate has to:

- Be able to work both at a strategic and operational level and define short and long-term assistance to the SARDI ecosystem.
- Develop work plans, budgets, and resource allocation for the sub-output, ensuring alignment with the overall EU4Reconstruction Stream 2 program document.
- Keep all stakeholders informed about project progress, milestones, and potential challenges, while ensuring a cohesive and integrated approach to project activities.
- Ensure the quality of the work and represent sound values as to procurement and administrative practices in compliance with high Danish MFA standards.
- Assist with other duties as agreed with the Team Lead.

Qualifications & Experience

- University degree in Human Resource Management, Public Administration, Organisational Development, Management, Labour Economics, or related field.
- Minimum 5 years of relevant professional experience managing projects related to capacity building, institutional development and/or human resource management, preferably within international programs.
- Practical knowledge of Ukraine's HR regulations and practices, with focus on the public sphere, deep knowledge of best practices in HR.
- Understanding the Ukrainian infrastructure and construction sector will be an advantage.
- Strong stakeholder engagement and coordination skills.
- Demonstrated analytical, drafting, and reporting abilities, with attention to evidence-based approaches.
- High standards of integrity, professionalism, and commitment to transparency and accountability.
- Excellent interpersonal and communication skills, with ability to build trust and foster cooperation among diverse stakeholders.
- Fluency in Ukrainian and English, both written and spoken.

Apply

Interested candidates should submit their short motivation letter and CV in English with three reference contacts to EU4R@um.dk and cc irykov@um.dk and vikkra@um.dk before close of business on 7 April 2026 with the email subject line "**Project Manager for SARDI HC DEVELOPMENT_ YOUR NAME AND SURNAME**".