

**Terms of Reference for a Short Term Consultant**  
**under the**  
**Private Provision of Employment Services Project**

**Background**

The World Bank will be administering a SIDA funded three-year pilot project on provision of private employment services. The project aims to generate evidence on the impact of the private provision of employment services for employers and jobseekers, with a particular focus on youth and women, on employment outcomes and propose a menu of employment services, to be delivered by either by public and/or private providers, based on this evidence.

The World Bank Board has approved a loan in January 2017 financing an Employment Support program which will benefit both the Federation of Bosnia and Herzegovina (FBH) and the Republika Srpska (RS). The program will be implemented over four years and will finance active labor market programs (ALMPs), in particular wage subsidies to incentivize employers to hire registered unemployed, and intermediation services to both jobseekers and employers. The financed programs and services will be delivered through the Public Employment Services (PES) in both entities.

The program has a strong learning component built around loan disbursements linked to improving the effectiveness of existing ALMPs based on rigorous evidence (such as impact evaluations or quasi-impact evaluations based on administrative data). In addition, this is the first project of the World Bank in the country that is *results-based*—reimburses based on results achieved—instigating an important switch in mindset among government officials.

In light of the nature of the challenges the labor force and the private sector in BiH face, this program will still need to be complemented by others. Therefore, the World Bank has continued having an interest in testing and learning from alternative active labor market programs and delivery methods aligned with good international practices that can then be scaled up or incorporated into the BiH PES services menu. One area that needs to be developed in BiH, given the persistent challenges facing the labor force and private firms and the human resource and financial constraints in PES (with a hiring freeze of civil servants and even its shrinking through attrition), is contracting of private intermediation/employment services by government agencies. Contracting private employment services can reduce delivery costs, stimulate innovation in service delivery and design of ALMPs, and enhance the performance of the PES through competition and knowledge transfers. Currently, in Bosnia and Herzegovina, there are several private employment service providers, but are not utilized by the public sector.

Besides the use of private sector providers, there is still substantial room for innovation on the design of ALMPs, around the world and in BiH. Bosnia and Herzegovina has an array of ALMPs which cover various target groups but almost all of them take the form of wage subsidies, with little variation

by size and duration. In this context, it is critical that Bosnia and Herzegovina invests in innovating on the design of their ALMPs and on impact evaluations.

Having this in mind, the pilot project will provide a package of services to jobseekers and firms that will help improve the ability of jobseekers to access and maintain jobs and ability of firms to expand their businesses and thus create more jobs. The package of services will include formal skills training and/or on-the-job training for jobseekers, support with product development, coaching of employees, improvements in human resource management, business development training (including infrastructure support, legal and financial advising and financial support) for firms. The project will also support an impact evaluation to measure the impact of private provision of services and a package of employment support services provided to jobseekers and firms.

### **Scope of Work**

In light of the above, the World Bank is looking for a short term local consultant with strong project supervision and communication skills with experience in labor markets and employment to support the day to day activities of the project and work closely with the Task Team Leaders based in Washington DC and the Country Management Unit in Sarajevo.

The project will require a strong World Bank presence in the selected project localities and regular communication with the implementers and other stakeholders. In particular, it will require regular and stringent oversight of the private service providers, and survey firm to carry out data collection, and regular and strong communication with SIDA, FBH Ministry of Labor and Social Policy Federal Employment Institute and the RS Ministry of Labor and Veterans Affairs and Employment Bureau and, in fact strong, working relationships with relevant stakeholders at the cantonal and regional level.

### **Qualifications**

The successful candidate should have:

1. Master's degree or equivalent in social sciences, economics or other relevant area, and a minimum of 5 years of relevant professional experience, or equivalent combination of education and experience.
2. Fluency and proven oral and written skills in Bosnian and English
3. Excellent and proven communication skills with a variety of stakeholders
4. Ability to engage in dialogue with counterparts on technical issues
5. Understanding and prior experience with an impact evaluation and field surveys is an advantage

### **Duration**

This is a 150 day consultancy appointment with a possibility of renewal for a second year. The successful candidate will be expected to start the position in late February or early March 2018.

**Location**

The position is based in Sarajevo. It will require frequent travel to selected project localities both in FBH and RS.

**Reporting**

The selected candidate will report to Task Team Leaders Josefina Posadas and Mirey Ovadiya based in Washington DC. S/he will work closely with the Country Management Unit in Sarajevo.

**Salary and benefits**

The salary will be commensurate to the qualifications of the candidate and requirements of the position. It will be competitively aligned with local salaries. The position does not offer any other benefits.

**Application Deadline**

Interested candidates should e-mail their CV and motivation letter by **February 18, 2018** to [movadiya@worldbank.org](mailto:movadiya@worldbank.org) and [jposadas@worldbank.org](mailto:jposadas@worldbank.org).