

Consulting Services – Individual Consultant’s Selection

Republic of Moldova Ministry of Labor, Social Protection and Family Moldova Skills Data Capacity Building Project

TF Grant No TF056802

Reference No. CS-SDCB/03/IDA

Assignment Title: Technical Assistance for Development of Socio-Emotional Assessment Module

Period of assignment/services: March 2017-May 2017, up to 30 working days.

The Government of the Republic of Moldova has received financing from the World Bank toward the cost of the Moldova Skills Data Capacity Building Project. The development objective of the Project is to strengthen the Government of Moldova’s capacity for evidence-based policymaking in the area of skills and employment through supporting enhanced collection and analysis of data on workforce skills and labor market needs.

Ministry of Labor, Social Protection and Family (MLSPF) as an implementing agency for the project intends to apply part of the proceeds for consulting services.

The objective of the assignment is to strengthen the Government of Moldova’s capacity for evidence-based policymaking in the area of skills and employment through supporting enhanced collection and analysis of data on labor market needs.

The assignment is to be implemented by a qualified individual consultant.

Specific objectives of the assignment are to:

- a. *To develop and help operationalize an instrument that can be incorporated as a module in a multi-topic household survey to assess the basic socio-emotional (aka non-cognitive or “soft”) competences of the adult population residing in Moldova;*
- b. *To conduct empirical analysis to validate the instrument and construct basic scores to rank the levels of socio-emotional competences of individuals in the survey sample employing internationally valid methodologies.*

The assignment covers:

1. Propose a socio-emotional assessment instrument for adults residing in Moldova (in both Romanian and Russian languages), using:
 - 1) *Adaptation of existing module from WB STEP Skills Measurement Program*
 - 2) *Adaptation of existing Reading the Mind in the Eyes Test instrument*
 - 3) *Pre-tested additional socio-emotional skills instruments*
2. Validation and scoring of final socio-emotional assessment instrument based on collected data

Expected outputs

The consultant is expected to deliver:

- Proposed **socio-emotional assessment instrument**, with elaborated questions, response options, and scores for each question;
- **Training manual** for pilot data collection team;
- **Pilot report**, with annexes with revised instrument and training manual
- **Final Report** with findings based on analysis of collected data and revised scores based on psychometric validation of the instrument
- **Database** with individual data from the socio-emotional module and scores for each scale

During the implementation of the assignment the consultant will be supported by the Ministry of Labor Social Protection and Family and National Employment Agency.

The assignment is expected to commence in March 2017.

For detailed information, please refer to [Terms of Reference](#)

Ministry of Labor, Social Protection and Family now invites eligible individual consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (with attachment of information regarding projects implemented that are related to the field of assignment, and relevant publications/research reports).

Requirements for experience and qualifications

Requirements	Score, max points
Graduate degree in psychology, education, or a related field	10
Ample expertise on personality trait and socio-emotional skill assessment psychology and strong record of professional experience (at least 5 years)	20
Publications in the field of personality trait and socio-emotional skill assessment psychology	5
Experience in developing and evaluating psychometric instruments	10
Familiarity with Moldova's population characteristics and linguistics	10
Proven experience in producing analytical reports, drafting manuals/guidelines	10
Experience in delivery of training	5
International experience in providing consulting services in the field of the assignment	5
Knowledge of survey instruments	10
Working experience with public authorities and in donor funded projects	5
Proficiency in Romanian language	6
Fluency in Russian and English languages	4

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's [Guidelines: Selection and Employment of Consultants \[under IBRD Loans and IDA Credits & Grants\] by World Bank Borrowers](#) edition January 2011 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. The Consultant will be selected in accordance with the Selection Of Individual Consultants method set out in the Consultant Guidelines.

Requests for clarifications must be sent to the following email: hssap@mmps.gov.md

Applications (in Romanian and/or English) including CV and cover letter (on paper or electronically by e-mail) shall be submitted to the address below.
The application should include the assignment title.

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Deadline for applications is February 24, 2017, 10:00 A.M. (Chisinau time)
Only shortlisted candidates will be contacted.