

Technical & Administration Roles for the USAID North Macedonia Partnership Against Corruption Activity

Cardno International Development (Cardno ID) seeks highly motivated and experienced individuals interested in being considered for illustrative positions for the upcoming USAID North Macedonia Partnership Against Corruption (PAC) Activity. This activity will assist the Government of North Macedonia and its anti-corruption institutions to mitigate and address corruption. PAC will support the accountability of public institutions' performance to improve their effectiveness and transparency in areas such as public services, spending and procurements and reduce vulnerabilities to corruption using digitalization and e-services. The activity will work with national and local level institutions and oversight bodies to improve their coordination through internal procedures, bylaws, exchange of information, self-regulation, develop systematic oversight and follow-on actions, and implement transparency and accountability measures to improve services and citizens trust in institutions.

Cardno is seeking professionals in the fields of:

- **Behavioral Change Management for Civil Service Reform:** Leads and implements activities that strengthen the integrity and accountability within state entities. Builds the capacity of relevant agencies, institutions, and ministries in developing and implementing accountability mechanisms and ethical standards. Creates systems and procedures that address, mitigate, and reduce corrupt practices of civil servants and political appointees. Must have experience providing technical assistance that has resulted in behavioral change and improved practices of public institutions.
- **Legal Enforcement:** Leads and implements activities that improve the performance of anti-corruption institutions in providing oversight and accountability of government entities. Builds institutional capacity in effective processing of corruption cases and ability to hold political appointees and civil servants accountable. Strengthens their capabilities in detection, investigation, and prosecution of all forms of corruption. Supports improvement of adjudication of breaches of code of conduct and ethical violations.
- **E-governance Strengthening:** Leads and implements activities that fast track the digitalization of processes and procedures within the government to increase efficiency and transparency. Identifies and prioritizes the most viable digitalization solutions that will achieve the greatest impact on reducing corruption. Supports the utilization of the E-procurement platform to ensure proper documentation and compliance. Activities must align with the government's strategies related to digitalization.
- **Finance & Operations:** Supports all financial aspects of program, including procurement, budgeting, and financial reporting. Ensures strong financial management and internal controls of program funds. Serves on a team to implement proper approval procedures and ensures that contractual documentation is appropriately filed (electronically and in hard copy). Must have experience and knowledge of USAID rules and regulations.
- **Civil Society Strengthening:** Provides support to strengthen ecosystem of CSOs, media, and other third-party organizations that provide oversight and accountability to public institutions to prevent and combat corruption.
- **Gender/Youth:** Contributes to project design and implementation to ensure active participation of women and youth in all activities. Provides technical and advisory services on women's empowerment,

gender equality, and youth inclusion. Responsible for assisting youth and women market actors in accessing market opportunities.

- **Monitoring, Evaluation & Learning:** Contributes to all aspects of MEL, as well as approaches to overall CLA and adaptive management. Works on a team to increase systemic improvements to break through barriers to achieve program outcomes, and ensures that work plan targets are met in a timely manner. Supports the design of the evaluation methodology and protocols for both performance and impact evaluations to support systemic improvements by providing critical information and evidence to inform problem definitions, impact measurements, and programmatic decisions at all levels.

Applicants should indicate which technical discipline to which they are applying.

Qualifications:

Senior-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Preferred education: Master's degree in a relevant field
- Minimum of 8-10 years of experience in relevant field
- Experience leading activities on donor funded programs in similar context required; USAID experienced preferred
- Excellent written and oral communications skills required
- Excellent written and spoken English also required

Mid-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Preferred education: Master's degree in a relevant field
- Minimum of 4-7 years of experience in relevant field
- Experience contributing to donor funded programs in similar context required; USAID experienced preferred
- Excellent written and oral communications skills required
- Excellent written and spoken English also required

Junior-level Positions

- Minimum education: Bachelor's degree in a relevant field
- Minimum of 0-3 years of experience in relevant field
- Experience contributing to international donor funded projects preferred
- Excellent written and oral communications skills required
- Excellent written and spoken English also required