

## **TERMS OF REFERENCE**

### **Management Support to SPI Romania Program**

**ALBERTO BAZZAN**

#### **I. Activities**

Consultant will travel to Romania to undertake the following tasks:

- (a) professional skill development and management capabilities assessment of the SPI Secretariat; and
- (b) part-time facilitation of the RIA knowledge transfer and capacity building workshop.

#### **II. Expected output**

- (a) A report detailing nature of tasks executed by the two SPI Secretariat staff, with appropriate reference to internal organization, external interfaces and support from Convergence Program, and projecting the expected skill development potential over the next 12 months.
- (b) A report on criticalities and weakness that came out during Phase I of the RIA workshop in order to improve the execution of Phase II. Secondary outputs are facilitation of key sessions and helping instructors keep a “teaching track” of needs and wishes of participants;

The Consultant will report to Mr. Luigi Passamonti for item a) and to Mr. Riccardo Brogi, Senior Regulatory Economist, Convergence Program and South-East Europe Regional RIA Program Director for item b).

#### **III. Activity Budget**

Mr. Bazzan will be allowed to bill for his services for up to seven days.

#### **IV. Fee payment**

Upon delivery of the expected output.

#### **V. Background**

##### Management Assessment

This task is one of the pillars of the transition arrangements from the Convergence Program to the Romanian SPI stakeholders for the operations of the SPI Program. It is intended to provide an objective basis for an assessment of the capabilities and skill development needs of the two SPI Secretariat staff. It will be based on interviews with SPI Secretariat staff and key SPI Program players and stakeholders. The report will be made available to the SPI Committee.

## RIA Workshop

The European Union has set, among its main objectives, to ensure that regulatory environment is simple and of high quality, and several countries, worldwide, have in place a well-established practice to deal with effective regulation.

Effective and efficient regulation needs assessment policies and proper tools to undertake them. In recent years, growing attention has been given to *impact assessment analysis* that is, an evidence-based approach that allows for the systematic acknowledgment and appraisal of the benefits and costs resulting from a regulation proposal to the economic system and society.

As a result of EU accession, Romania authorities will continue to produce good-quality regulation for financial sector modernization.

This capacity building program has been designed to provide a broad Regulatory Impact Assessment (RIA) background, analytical steps and toolkit to staff currently engaged in, or likely to be engaged in, regulatory proposals.

At the end of the program, regulatory Authorities will have expert staff which will assist departments involved in the regulatory design in preparing impact assessment documents accompanying regulatory proposals, according to EU best practice.

**TERMS OF REFERENCE**  
**SPI Albania Program Launch**

**ALBERTO BAZZAN**

**Activities**

Consultant will travel to Albania to participate in the selection and recruitment of the SPI Albania Secretariat staff.

**I. Expected output**

A comparative assessment of the interviewed candidates and a motivated hiring recommendation.

The Consultant will report to Mr. Luigi Passamonti .

**II. Activity Budget**

Mr. Bazzan will be allowed to bill three days for his services.

Period of employment: February 20, 2008-February 23, 2008

**III. Fee payment**

Upon delivery of the expected output.