

VACANCY NOTICE

Local Short-Term Expert on Prevention of Corruption in the Healthcare Sector

Component	Component 3: Improving the Prevention and Fight against Corruption
Place of work	Skopje, North Macedonia
Contractor	Ludwig Boltzmann Institute of Fundamental and Human Rights
Expected duration	15 working days
Expected start	Mid of October 2025
Beneficiary institutions	State Commission for Prevention of Corruption

1. PROJECT BACKGROUND

The project's overall objective is strengthening the rule of law in North Macedonia. The project has four specific objectives: 1. To improve the capacities of justice institutions to deliver justice in transparent and accountable manner, 2. To strengthen the capacities to effectively implement modern investigation techniques in fighting organised crime, 3. To improve the prevention and fight against corruption, and 4. To enhance the protection of fundamental rights.

The work will be carried out under Component 3 - Improving the Prevention and Fight against Corruption. One of the expected results of this component is to provide strategic support for ensuring effectiveness and efficiency in the operations of the State Commission for Prevention of Corruption (SCPC). This vacancy notice is drafted to support the implementation of activity 3.1.1 - "Support on strategic management and methodology development of SCPC".

2. OBJECTIVES OF THE ASSIGNMENT

The healthcare sector in North Macedonia is one of the most sensitive areas affecting citizens' daily lives and overall trust in public institutions. It is particularly vulnerable to corruption due to the high volume of public spending, procurement of medicines and medical equipment, allocation of budgets to hospitals, licensing of medical professionals and provision of healthcare services. Risks include bribery, informal payments, favouritism in recruitment, misuse of resources, conflict of interests, and undue influence from pharmaceutical companies. Such practices undermine the quality, accessibility, and fairness of healthcare services, erode public trust, and compromise the right of citizens to equitable and efficient healthcare.

Given the systemic nature of these challenges, the prevention of corruption in healthcare requires targeted and well-designed measures. The State Commission for Prevention of Corruption (SCPC), as the key institution responsible for developing, coordinating and monitoring anti-corruption policies, needs specialised sectoral expertise to ensure that the forthcoming National Strategy for Prevention of Corruption and Conflict of Interest 2026–2030 (NACS) adequately addresses these risks. Sector-specific expertise will ensure that corruption risks in healthcare are thoroughly analysed and addressed with evidence-based preventive solutions that are practical, sustainable and in line with EU standards.

3. ROLES AND RESPONSIBILITIES

The engaged expert should closely coordinate their work with the Component Leader, the SCPC leadership and the SCPC secretariat staff. The scope of work will cover expertise regarding the healthcare sector dimensions in the development of the NACS. The main tasks should include:

Activity	Tasks	Deliverables
Kick-off	Attend the activity kick-off meeting with representatives of SCPC and Component Leader (CL) to determinate the tasks and timeline of the activities.	Meeting notes including key discussions, findings, and recommendations
1. Review and Analysis of Existing Frameworks	Conduct a review of the existing strategic and legal framework, including previous national strategies, action plans, evaluations, and lessons learned for the healthcare sector.	Analytical report summarizing key findings, gaps, and lessons learned including: <ul style="list-style-type: none"> the matrix mapping existing strategies, action plans, and legal frameworks and recommendations for areas to be addressed in the new NACS.
2. Stakeholder Engagement (Workshops & Meetings)	In coordination with SCPC, moderate and deliver up to 3 workshops (WS) and additional working meetings with stakeholders (e.g. government institutions, municipalities, oversight bodies, judiciary, civil society, business sector, academia, media).	<ul style="list-style-type: none"> Meetings and WS minutes, including key discussions, findings, and recommendations. Material needed to be discussed at the WSs and meetings. Providing subject matter expertise during the WSs/meetings.
3. Contributing to the development of the new NACS and its Action Plan (AP)	Develop draft healthcare sector strategy	Final draft of the healthcare sector strategy that will: <ul style="list-style-type: none"> incorporate all stakeholders' and public's feedback and focus on clear vision, objectives, priorities, and guiding principles for the healthcare sector.
	Develop draft of Action Plan for healthcare sector	Final draft of the Action Plan healthcare sector that will: <ul style="list-style-type: none"> incorporate all stakeholders' and public's feedback, include activities, measurable indicators, timelines and responsible institutions and

		<ul style="list-style-type: none"> integrate cross-cutting themes (digital transformation, transparency, citizens' participation, integrity, whistleblower protection).
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4. REQUIREMENTS

General professional experience

- University degree in Law, Political Science, Sociology, Public Administration, Public Health, Economics or other fields relevant to the assignment.
- At least 7 years of general professional experience relevant to the assignment.
- Experience in conducting assessment analysis and/or conducting research analysis (qualitative and quantitative fields).
- Strong capacity to identify systemic risks, propose practical preventive measures and formulate evidence-based recommendations.
- Excellent drafting and presentation skills.
- Ability to engage with multiple stakeholders, including government, independent bodies, civil society and international partners.

Specific professional experience

- In-depth understanding of the healthcare system, including hospital governance, procurement of medicines and equipment, financing and regulatory mechanisms.
- Demonstrated professional experience in health policy, healthcare administration, public health governance, or oversight of medical institutions.
- Ability to assess corruption vulnerabilities in pharmaceutical procurement, informal payments, recruitment and promotion of medical staff, and allocation of budgets, etc.

5. CONTRACT AND REMUNERATION

The contract will cover services for 15 working days of the advertised assignment.

The selected local short-term expert on the prevention of corruption in the healthcare sector will sign a service provider contract with the Ludwig Boltzmann Institute of Fundamental and Human Rights (gmr.lbg.ac.at) and must have a status of self-employed. It will be his/her sole responsibility to comply with all legal requirements for self-employment as well as to cover all related taxes and charges.

The remuneration will be provided according to the grant contract.

6. SUBMISSION OF APPLICATIONS

Applicants shall send their CV in Europass format and a motivation letter in English to sashenka.gramatova-ljuben@rolaw.mk, indicating “LSTE-Healthcare” in the subject line, no later than **8 October 2025 at 13:00 hours**.

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview.

7. IMPORTANT NOTICE

The local short-term expert on the prevention of corruption in the healthcare sector shall not have been in any contractual relation with the public administration of the Republic of North Macedonia during at least 6 months preceding his/her hiring.