

PERSONAL INFORMATION


VERONICA SANDU

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💬 Veronica.sandu1

Sex Female | Date of birth 23/06/1981 | Nationality Moldovan, Romanian

WORK EXPERIENCE

Full time positions
08/2018 Researcher

European Centre for Social Welfare Policy and Research (Vienna, Austria)

Business or sector Research

04/2013-12/2014 Social and economic policy consultant

UNICEF Moldova

In charge of the social protection portfolio, managing several projects: 1. Improving the flexibility of the social assistance scheme to react to needs of the vulnerable households facing shocks and disasters. 2. Improving social assistance delivery through the improvement of the human resources and institutional infrastructure in the sector. 3. Technical assistance to the disability reform in Moldova with focus on adoption of the international classification for function ability – youth and children. Support to strategic planning in the sector, social policy analysis, impact evaluation and advocacy.

Business or sector Research Development

02/2010-02/2011 Social policy planning consultant

Ecorys UK (DIFID), Moldova

Support to the implementation of the Moldova National Development Strategy 2020. Support to the Ministry of Labour, Family and Social Protection in developing public policy proposals (PPP). Training in Ex Ante Impact Analysis (assessment of social and economic impact). Design of qualitative research on assessing needs of severely disabled persons (instruments, sampling, data collection and data analysis), drafting of needs assessment report and policy paper.

Business or sector Research Public policy

01/2004-01/2008 Project coordinator

German International Cooperation (GIZ), Moldova

Coordination of the Regional Development Project. Responsible for the financial management of the project, budget planning and expenditures supervision, communication with local and central public administration.

Coordination of the Support to Business Infrastructure Development Project in Moldova. Responsible for designing and supervising the project; coordination with governmental and non-governmental institutions in the following areas: (a) Consumer Protection, (b) Standardization and Metrology, and (c) Intellectual Property and Copyrights.

Business or sector Research Development

Part time, consultancy positions
05/2018- 08/2018 Social policy consultant

UNICEF Albania

Evaluability assessment of the UNICEF intervention in the Social Care Service reform in Albania. The evaluability assessment is an appraisal before conducting a comprehensive overview on the implementation of the Social Care Service reform 2012-2016 and

- UNICEF's contribution to the reform. The analysis focused on: how to measure relevance, effectiveness, efficiency, impact and sustainability of the reform/intervention.
[Business or sector Research](#) evaluation, social services
- 01/2017- 02/2018** **Social policy consultant**
 UNDP Moldova
 Responsible for drafting the vision for the Moldova National Strategy MD2030 for social protection and health chapters, provided support to the line Ministries to transfer the vision into country strategic document.
- 06/2017- 08/2017** **Social protection of children, expert**
[Business or sector Research](#) strategic planning
 USAID Moldova (DEXIS GhPro Washington DC)
 Evaluation of US Government investments in the social protection sphere in the last 10 years in the Republic of Moldova (USAID/Moldova Review and Gaps analysis). Development of instruments, supervision of data collection, data analysis and drafting of the report. Areas of the assessment: children in residential care and de-institutionalization, violence against children and state response to child risk situations.
- 03/2017-07/2017** **Consultant**
[Business or sector Research](#) Development
 Help Age International, Moldova
 Analysis on aging in Moldova (demographic and economic trends), analysis of the specific needs of elderly, analysis of the medical sector to needs of elderly in Moldova (services), response of the social assistance to needs of elderly (social payments and social services), adjustments of the social infrastructure to demographic trends, aging phenomenon and needs of elderly.
- 01/2017- 05/2017** **Social policy, social inclusion consultant**
 East European Foundation and the Centre Partnership for Development, DANIDA and SDC
 Responsible for 2 activities under the project Common Initiative for Promoting Equal Opportunities. 1. Delivery of the Inequalities in Moldova - challenges and opportunities study (desk review, secondary data review, primary data analysis based on the HBS in cooperation with the NBS, drafting report – chapter one living standards). Delivery of the training Statistical data interpretation and use in social policy, target group representatives of CSOs working in the social policy area. The training focused on: data availability, secondary data and how to use it, primary data - design and analysis of secondary data, data interpretation, transferring data into policy proposals and advocacy actions.
- 02/2017-05/2017** **Social sector consultant**
[Business or sector](#) Policy analysis, Inequalities, Monitoring and Evaluation
 Czech Development Agency, Delegation of European Union in Chisinau
 Support to development of the joint analysis of the country situation for Social and Health Sectors in Moldova which will be part of the common analysis of EU member states followed by a joint response setting out how EU development partners will provide country support and measure progress.
- 01/2015-06/2016** **Social policy consultant**
[Business or sector Research](#) Development
 UNICEF, Kazakhstan
 Support to conceptualization of child-friendly and equity-based subsistence minimum in the context of Kazakhstan. Responsible for drafting an analytical report with a conceptual framework of child-friendly and equity-based subsistence minimum standards and providing policy recommendations to improve the adequacy of social support for families with children in Kazakhstan.
- [Business or sector Research](#) Development

- 03/2015-04/2016 Social protection regional consultant**
 UNICEF CEE/CIS RO
 Documentation of promising practices in social protection in the CEE/CIS region. Documentation of UNICEF promising practices on social protection in Eastern Europe, the Caucasus and Central Asia. The analysis presents different models of UNICEF's engagement in social and child protection reforms through system change. Documentation of the model of multidisciplinary needs assessment of vulnerable children and identification of relevant social services to address these needs and translate them into local support plans in Bosnia. Assessment of the impact of individual needs' identification model and of personalized plans for support in Montenegro and Armenia. Improving targeting accuracy and adequacy of child related benefits in Georgia and Kyrgyz Republic.
[Business or sector Research Development](#)
- 03/2015-03/2016 Social protection, planning and prioritization consultant**
 UNICEF CEE/CIS RO
 Support to the Social Protection regional adviser the Commonwealth of Independent States Central, East
 Central, Eastern Europe and ern Europe and the Commonwealth of Independent States. Responsible for drafting a series of documents and notes reflecting different modes of UNICEF's engagement in social protection reform and child poverty reduction in different countries, the system changes that are being supported and achieved, and the related emerging results for children. Child poverty in CEES/CIS region: definitions, measurement, trends and recommendations paper on 22 countries in the CEE/CIS region.
 Guidance note on entry points to ensure that social protection systems contribute to the realization of child rights and to the removal of financial barriers in early learning and wellbeing, education, health and nutrition, HIV-AIDS, and child protection in the CEE/CIS region. Note on the role of social protection systems in building resilience of households with children in the CEE/CIS region.
[Business or sector Research Development](#)
- 09/2012-03/2013 Social safety net researcher**
 Foundation for Social and Economic Research CASE Poland (World Bank)
 Consultancy in evaluation and reform of disability and child assistance benefits.
 Evaluation of the Moldovan cash benefit system, the overall impact on poverty and inequality. Drafting recommendation for the reform of the system including modelling the social and fiscal impact.
[Business or sector Research Development](#)
- 05/2011-03/2012 Social sector researcher**
 Oxford Policy Management Group (EC Tajikistan)
 Technical Assistance to Sector Policy Support Programme in the Social Protection Sector – Service Delivery Component, Tajikistan
 Situation analysis of care provision in Tajikistan, with details on actual and potential social care beneficiaries. Support in the assessment of social welfare needs and service provision in Tajikistan. Assessment done through a qualitative field research carried out across the country. Responsible for defining the methodology, sampling, defining, drafting and testing instruments, training moderators/interviewers, supervision of data collection, data analysis and report drafting.
[Business or sector Research Development](#)

2008-2009	Postgraduate Diploma (Master) in Public Policy and Human Development , Maastricht Graduate School of Governance, Social Policy Design and Migration specializations, Netherlands.	
2005-2006	Postgraduate Diploma (Master) in Economic Development , University Montesquieu IV, Droit, Sciences Sociales et Politiques, Sciences Economiques et de Gestion, Center for Development Economics (CED), France.	
1998-2003	Bachelor's Degree in Economics, International Economic Relations Department , Academy of Economic Studies, Chisinau, Moldova.	

PERSONAL SKILLS

Mother tongue(s)	Romanian				
Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1/2	C1/2	C1/2	C1/2	C1/2
	Internet Based TOEFL score 105/120				
French	C1/2	C1/2	C1/2	C1/2	C1/2
	License of French-Romanian interpreter/translator				
Russian	C1/2	C1/2	C1/2	C1/2	C1/2
Spanish	B1/2	B1/2	B1/2	B1/2	B1/2
	European Studies Centre Diploma (2 nd degree)				
	Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user Common European Framework of Reference for Languages				

- Communication skills**
- Good communication skills gained through extensive experience in different cultural backgrounds
- Job-related skills**
- Social policy expert with more than 10 years working experience: social safety net (cash benefit systems, means tested benefit schemes, social payments impact evaluation) and social services development (de-institutionalization reforms, specialized social services, costing of social services, individual needs assessment).
 - Experienced in social research with focus on qualitative analysis (qualitative data collection: design, sampling, instruments, data collection process and data analysis). Part of team engaged in quantitative analysis (data collection, data analysis). Experience working with HBS and MSAS data.
 - Experienced in undertaking functional and system analysis of social protection in developing countries; experienced in prioritization and strategic approach. Experience working central and local administration. Support to CSOs in social sector to promote and support evidence-based policies. Experienced in drafting strategic documents.
- Computer skills**
- Standard software Microsoft Office, MS Excel, Power Point, Outlook, Internet. Specific modelling instruments: STATA, SPSS Windows.
- Other skills**
- Areas of expertise: Central and Eastern Europe, Commonwealth of Independent States (Albania, Armenia, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyz Republic, Moldova, Montenegro, Tajikistan).

Driving licence ▪ B

ADDITIONAL INFORMATION

Publications

Financing social protection in Moldova, analysis of 2018 budget, RO, <https://www.expert-grup.org/ro/biblioteca/item/1537-finantarea-protectiei-sociale-in-moldova-prin-prisma-proiectului-de-buget-2018>

Mid-term evaluation of National Development Strategy Moldova 2020, key findings, chapter on pension system (2017), https://www.expert-grup.org/media/k2/attachments/Raport_evaluare_MD2020_ENG.pdf

Inequalities in Moldova: challenges and opportunities, East European Foundation, (2017), <http://www.eef.md/index.php?pag=news&id=926&rid=1196&l=ro>

Aging in Moldova and reconfiguration of social protection sector to accommodate the consequences of aging, HelpAge International, (2017).

Programming in the Republic of Moldova until 2020, EUROPEAN UNION JOINT ANALYSIS, author of the Chapter 6 Health and Social Protection, (2016), https://eeas.europa.eu/sites/eeas/files/joint_analysis_0.pdf

Promising practices in Social Protection for children in Europe and Central Asia, UNICEF Regional Office for Europe and Central Asia (2016), <https://www.unicef.org/eca/reports/promising-practices-social-protection-children>

The costs of domestic violence and violence against children in Moldova, (2016), <http://cdf.md/files/resources/114/Raport%20UN%20-%20EN.pdf>

Social services in the Republic of Tajikistan, Study Report, http://sdc-eu.info/RDF/Study_report.pdf

Strengthening the efficiency of the social safety net –policy recommendations, Policy Paper, commissioned by the World Bank (2013);

Assessment of Efficiency and effectiveness of disability and child benefits in Moldova, commissioned by World Bank, (2013);

Strengthening Capacity and Improving Costing Methodology for Social Services provided to Children, Foundation for Social and Economic Research CASE Moldova, commissioned by UNICEF (2012);

The evaluation of the Implementation of the Law on the Cash Benefit in Moldova, Expert-Grup think-tank, RO, (2011); <http://www.expert-grup.org/?go=biblioteca&n=270>

Needs Assessment of people with disability in Moldova, Ecorys UK, commissioned by DIFID (2011);

Policy Paper Home Care Social Service for people with severe disability, commissioned by the Ministry of Labor, Social Protection and Family of Moldova (2011).

ANNEXES