**Clarification**

**Question**

ReSPA published the notices for "Lead Expert for public administration for evaluation of the Public Administration Reform (PAR) Strategy 2018 – 2021 and its Action plan of the Republic of North Macedonia". In the section on skills it is indicated that the experts should have 'Excellent written and oral communication skills in English and Macedonian'**. Is full knowledge of both languages a prerequisite for application?** This combination as stated in the notice would exclude a significant number of applicants. Would 'Excellent written and oral communication skills in English only' be sufficient as well and would not lead to exclusion from the selection process.

**Answer**

In the ToR for Lead expert for evaluation of the PAR Strategy 2018-2021 and its Action plan, in the section on skills, it is indicated that the experts should have 'Excellent written and oral communication skills in English and Macedonian'**. Full knowledge of both languages is a prerequisite for application since no interpretation will be ensured during interviews and focus groups that are planned to be conducted with the Macedonian civil servants by the Lead expert within his/her assignment.**