

**REFERENCE REQUEST FOR A SHORTLISTED OFFEROR TO AN INDIVIDUAL CONTRACT  
ASSIGNMENT**



***Title of Assignment :*** National Consultant for the Development of a Joint Project  
Proposal for Submission to the Joint SDG fund under the UN RC Office

This document is intended for the exclusive use of the United Nations Development Programme (UNDP) and will be kept strictly confidential. It will not be disclosed to the individual concerned nor to any unauthorized persons and/or entities. Please answer in a concise and candid manner.

**Name of the Individual :** Nino Mirzikashvili

**Type of Services to be provided:**

**Key Responsibilities of the Assignment:** To develop of a Joint Project Proposal

**Location of the Assignment:** Tbilisi, Georgia

1. Please briefly describe the nature of your supervisory responsibility/professional relationship with this applicant:

It is my pleasure to support Ms. Mirzikashvili's application for the given position, as I have known her for many years as a smart and hard working person with excellent qualification and experience.

2. What were his/her dates of employment with you?

We used to work together at the Ministry of Labour, Health and Social Affairs in 2007-2008. I was a head of the Policy Department and she was a head of the Regulation Department. Throughout her employment Nino proved herself as a hard-working and open-minded personality. As a result of her enthusiasm and hard work, we successfully did many changes in the Ministry. Working at the ministry was an important challenge to apply our knowledge in practice working with the high level government officials. Our positions offered the unique opportunity to be part of the health care policy making process in Georgia.

In 2012-2013 she used to work in the USAID funded -Health Care Improvement Project, the University Research Co., as a Policy/System Strengthening Expert. That Time I was Chief of Party, USAID Georgia Tuberculosis Prevention Project, the University Research Co. I had close cooperation with Nino. Her extensive experience in Health system of Georgia, deep understanding of local problematic, excellent communication skills as well as very good knowledge of international trends, methodologies and principles have made her an invaluable liaison between the national and local authorities and the Project.

3. Is this candidate, in your opinion, technically qualified to operate in the capacity for the position outlined above?

Yes, she can without problem.

4. How would you describe his/her...

a. Ability to develop and motivate his/her staff, peers, and colleagues?

Nino is an excellent team player, the feature she has proved many times, especially cooperation with different departments at the Ministry and affiliated agencies. In this context, she is able to easily establish and maintain effective partnerships and working relations in multi-sectoral environment. This ability has helped her to work effectively with state agencies as well as various donors.

b. Honesty and integrity?

From my experience, I was impressed by both Nino's ability and commitment. Needless to say, that the whole work was done timely, professional and thorough way. On the personal level, it was a pleasure to be able to get to know her, who has an engaging personality and who is open and communicative with everyone she came in contact with.

c. Willingness to accept responsibility and contribute to the greater life of the office?

d. Respect for a diverse working environment?

As the leader of the department at the Ministry of health, she proved to be a diligent and conscientious person. She has demonstrated an interest in working to enhance the scope and quality of health care services delivery in Georgia. Nino is always open to learn experience of other countries in order to enlarge the vision and make informed decisions. She has a practical orientation and very good working skills.

e. Ability to write reports and documents clearly and concisely?

Yes she has indeed

5. Would you re-hire him/her? If not, why?

Yes

6. What, in your experience, were the candidate's strongest attributes and where could he/she improve?


7. Would you have any concerns to see this candidate serving abroad as a representative of an international organization?

I believe Nino's qualification, experience and personal qualities will lead her to still more successful career in her country and internationally.

8. Please use this space to provide us with any other relevant data of a professional or personal nature on the applicant that you consider to be relevant.

With her professional and personal qualities, I believe Nino will do her best at any position and under any constraints. She has sharp mind, is a goal oriented and always open for exchange experience and knowledge. For that reason, I would highly recommend Ms. Mirzikashvili to be a successful candidate for this work.

Signature: **Tamar Gabunia**



Title: **Deputy Minister**  
**Ministry of IDPs from the Occupied Territories, Labour, Health and Social Affairs**

Date: 29.08.2019