



**Terms of Reference  
for Local Expert Assignment**

**To Support the Development of an Operational Manual for  
Moldovan Public and Private Sector Stakeholders on Sanctions  
Compliance and the Prevention of Illicit Transactions Related to the  
Procurement of Advanced Conventional Weapons (ACW)  
Components**



## **1. INTRODUCTION AND BACKGROUND**

The Center for Strategy and Development (CSD) is implementing a project that aims to support public and private sector actors in Moldova in strengthening compliance with advanced conventional weapons (ACW) non-proliferation and sanctions regimes.

The project focuses on providing practical support to increase awareness and understanding of risks associated with ACW procurement, including red-flag indicators, due-diligence considerations, and risks related to facilitating proliferator states' access to ACW components, as well as preventing sanctions evasion.

This Terms of Reference (ToR) concerns the deliverable titled “Development of an Operational Manual for Moldova.” The operational document will build on Moldova’s existing economic and geographical context to support public and private organizations in identifying and addressing risks and challenges related to ACW and associated component proliferation. The document will identify operational gaps and institutional shortcomings and provide practical guidance and recommendations to assist Moldovan public and private sector stakeholders in preventing illicit misuse and strengthening compliance frameworks.

## **2. THE SPECIFIC CONTEXT OF THE ASSIGNMENT**

Sanctions are increasingly used to restrict the illicit acquisition of goods and components required for the production of advanced conventional weapons. Recent sanctions packages have expanded controls to include a broad range of electronic goods and dual-use components, significantly increasing the complexity of compliance requirements.

These developments have direct implications for private sector entities, which must ensure full compliance with evolving sanctions regimes to prevent illicit transactions involving advanced conventional weapons systems and their components. Companies are required to identify and assess potential sanctions risks accurately and in a timely manner, supported by effective compliance measures and risk assessment mechanisms.

Failure to comply with sanctions regulations may result in substantial penalties, operational disruptions, or suspension of business activities. It is therefore essential for both public and private sector actors to maintain a clear understanding of the current sanctions landscape and to implement appropriate compliance measures to mitigate associated economic and security risks. Proactive compliance enables firms to operate responsibly while reducing exposure to sanctions-related violations.



### 3. ASSIGNMENT TASKS, AND OUTPUTS

#### Tasks under the assignment:

1. Provide a comprehensive overview of the current situation in Moldova related to ACW non-proliferation and sanctions compliance, identifying areas for improvement and potential enhancements across relevant sectors, and outlining the rationale for developing an operational manual.
2. Review relevant open-source information on existing sanctions packages and restricted goods under applicable Western sanctions regimes.
3. Assess Moldova's legislative framework and institutional arrangements in order to identify areas for improvement and opportunities to enhance the mitigation of ACW proliferation risks and the effective implementation of sanctions regimes.
4. Formulate targeted recommendations for state authorities to strengthen legislative and institutional responses in the ACW and sanctions domains, including improved management of ACW-related supply chain risks.
5. If necessary, conduct interviews with relevant stakeholders to gather insights and inputs for the assignment.

#### Outputs:

The **Outputs** associated with the assignment will include:

- 1 Operational Document  
Language: English  
Length: up to 30 pages

The selected expert will work closely with other subject matter experts and the project team to ensure coherence, complementarity, and effective delivery of the assignment.

Finalized outputs of this assignment should be prepared in accordance with the Project templates, where applicable, and be submitted to the Project Coordinator in electronic format for review, approval, translation, formal submission to the relevant beneficiary organizations, and publication, where appropriate.

### 4. ASSIGNMENT TIMETABLE

The assignment is to be completed no later than the 30<sup>th</sup> of April 2026.

### 5. PROFILE OF THE EXPERTS

**SNKE** - the local specialist in Moldovan institutional and legislative capabilities:

1. Education:



- a. Master's Degree in law, political science, international relations, security studies, or any other study related to the assignment.
2. *Number of years of professional experience:*
  - a. Minimum 5 years of general professional experience in public/private sectors, academia working in the fields of: security, arms control and non-proliferation, counterproliferation sanctions.
3. *Specific experience related to this assignment:*
  - a. Knowledge and experience of working in Moldova.
  - b. Excellent knowledge of Moldovan legislature, public/private institutional context, and sanctions mechanisms.
  - c. Proficient in English and Moldovan languages.
4. Demonstrable experience in authoring similar documents or publications.

**SNKE** must be independent and free from conflicts of interest with regard to this assignment.

## **6. APPLICATION**

The qualified candidates are encouraged to apply by submitting a package of CV, a portfolio including the list of publications and references, and a rate by email to [vacancy@csd.org.ge](mailto:vacancy@csd.org.ge) with subject reference: **ACW-Operational Manual-Moldova**. The closing date for applications is February 27, 2026.

## **7. REFERENCE MATERIAL**

Applicants may refer to the following document as a general guideline to understand the expected format and structure of the assignment output.

[Preventing Illicit Transactions Related to Russian Advanced Conventional Weapon \(ACW\) Systems: An Operational Manual](#)