



TERMS OF REFERENCE

- A. **Job title: Species expert for preparing the inputs on biodiversity for the Spatial Plan of Montenegro until 2040 and other spatial planning processes in Montenegro (2 positions)**
- B. **Type of position:** Local consultant
- C. **Duty Station:** Home based and Podgorica, Montenegro
- D. **Contract type:** Individual Contract (IC)
- E. **Duration of appointment:** 1 July 2023– 15 December 2023 (30 consultancy days per expert)
- F. **Deadline for application:** 20 June 2023

I Background

The project “Biodiversity mainstreaming into Sectoral Policies and Practices and Strengthen Protection of Biodiversity Hot-spots in Montenegro” is geographically focused on the Key Biodiversity Areas (KBAs) of Montenegro and includes various types of interventions and involves both ecosystem protection and work with production sectors, such as tourism, agriculture and forestry.

The Component 1 of the proposed project deals with the management constraints associated with the Protected Areas (PA's) estate and unprotected biodiversity hot-spots. The project will provide for the improved management of the pilot PA's in order to ensure compliance with the international requirements for protection of valuable biodiversity within the KBAs and other international biodiversity hot-spots. Through spatial planning instruments, the project will promote concrete solutions for valuable and threatened biodiversity conservation outside the PA's.

The Component 2 targets the productive landscape outside PA's and in the vicinity of KBA's, where the project will address the sectoral threats to biodiversity via mainstreaming biodiversity-friendly practices and adjust the sectoral development scenarios for tourism, agriculture and forestry to take into account the potential impact on biodiversity.

The project will offer assistance to the Government in developing best practice standards for sustainable tourism and nature-based biodiversity-friendly tourism and support the small-scale tourism business development towards the more offerings of biodiversity-sensitive nature-



based products. For the forestry sector the project will offer best-practice standards for mainstreaming biodiversity - friendly forestry practices, will assist the Government with support and services for private forest owners, and help promote biodiversity - positive entrepreneurship in forestry. For the biodiversity mainstreaming in agriculture, the project will support the Government with the introduction of agro-environmental incentives and piloting of agro-environmental measures.

The task under this Terms of Reference falls within the *Component 1 Outcome 2 - Biodiversity conservation arrangements in place for the biodiversity hot-spots outside the PAs*, through which biodiversity conservation considerations should be mainstreamed at the national scale through spatial planning framework, through providing relevant inputs on the distribution of protected areas and key biodiversity, as well as on the proposed protection measures that the future land use should take into consideration.

II Objectives of the assignment:

The overall objective of the assignment is to provide information on the occurrence, distribution and status of key species/taxa for purposes of integrating the biodiversity protection considerations into the management of land, water and other resources that are a subject of Spatial Plan of Montenegro until 2040 and other spatial planning processes in Montenegro.

The expected deliverables will consist of the reports on the occurrence, distribution and status of key species/taxa (which will be used as attributes in the georeferenced spatial database that will be developed), proposed conservation objectives, protection measures and the means of their enforcement, all of which will guide the spatial planning process and land use in subsequent period.

Data necessary for the expected outputs will be obtained from the published peer reviewed and grey literature, national statistical and other databases, outputs of the ongoing projects (such is the mapping of Natura 2000), as well as from consultations with the relevant national stakeholders. The engagement does not envisage creating new data through fieldwork.

The species expert will work as part of the team of engaged national experts (on habitats and on GIS), with whom he/she will coordinate his/her work, and is expected to formally consult with stakeholders from relevant national institutions. The species expert will work closely with the



project's Chief Technical Specialist for purposes of quality assurance and harmonisation of the database development with other processes within the Project.

Development of the information on species/taxa will be linked with an ongoing process of the national spatial plan development, and the engaged expert is expected to communicate with the team working on the preparation of the spatial plan.

III Job content

- Desk top research into the relevant documents and databases in order to identify and extract data on spatial distribution of relevant species/taxa, their status in relation to endangerment, existing and expected threats, national and international protection status, endemism, forms of use, appropriate conservation measures (and other attributes, to be agreed upon the engagement)
- Organise and coordinate consultations with the stakeholders from relevant national institutions in order to obtain relevant data on species/taxa spatial distribution, conservation and endemism status and conservation measures, verify the conclusions and finalise the outputs based on the obtained feedback
- Formulate inputs in the narrative and graphic form on the spatial distribution and protection measures of key biodiversity for the Spatial Plan of Montenegro until 2040, in coordination with other engaged national experts. These inputs should provide conservation objectives for species/taxa in relation to national nature protection policy, proposed measures for species/taxa conservation in relation to space and land use and mechanisms for their enforcement and any additional recommendations on specific species/taxa conservation, all of which should guide the future land use through spatial planning
- Providing inputs, expert guidance and backstopping support to the development of a geospatial database by the engaged GIS expert
- Formulating briefs and inputs for the Project implementation unit.

IV. Expected deliverables:

- Inventory of key species/taxa that should be taken into consideration in the spatial planning processes, with the data on their status in relation to endangerment, existing and expected threats, national and international protection status, endemism, forms of use;



- Maps of the known or indicative occurrence and distribution of key species/taxa, including in biologically important periods (breeding, migration, other seasonal variation), prepared in cooperation with the engaged GIS expert;
- Maps of identified or potential critical sites (breeding, feeding sites, migration corridors) and hotspots of species/taxa occurrence and endemism, prepared in cooperation with the engaged GIS expert;
- Organise and report on at least two workshops with stakeholders from relevant national institutions (one for data collection and database design and one for output verification);
- Narrative report on the species/taxa conservation which should guide the future land use through spatial planning, and contains: conservation objectives of species/taxa in relation to the nature protection policies, proposed measures for species/taxa conservation in relation to space and land use and mechanisms for their enforcement, and other agreed upon the engagement. Report prepared in cooperation with the engaged GIS and habitat experts, and verified by the relevant national stakeholders.

The Consultant is expected to report to the Project Manager and Chief Technical Specialist on a weekly basis through phone calls, e-mails, and in person and online meetings.

The Consultant will submit all the agreed contract deliverables in electronic form, in the appropriate file formats.

V. Timeframe:

The assignment should be implemented in 30 working days within the period during the period of 1 July 2023 – 15 December 2023.

VI Competencies:

- Demonstrates integrity and ethics;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Ability to perform results-based management and reporting;
- Builds strong relationships with stakeholders, focuses on impact and result for them
- Responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Excellent communication skills and capacity to compose clear and readable narrative reports both in English and local language;
- Demonstrates ability to manage complexities and work under pressure



- Conflict resolution skills;
- Excellent organizational and time management skills;
- Shares knowledge and experience;
- Ability to perform a variety of standard tasks related to Results Management, including collecting of documentation, data entering, preparation of revisions, filling, provision of information;
- Ability to work independently and in a team.

VII. Qualifications and expertise:

- A master degree in the fields of biology/ecology, environmental sciences or natural resource/environmental management. Higher level degree will be considered an asset.
- A minimum of 7 years professional experience in projects or research related to biodiversity (conservation, taxonomy and systematics, species management and related)
- Demonstrated understanding of nature protection, sustainable development and associated issues
- Experience in working with Natura 2000, IUCN Red lists and other relevant international processes related to nature protection will be considered a strong asset
- Previous experience with international projects in the area of biodiversity and environmental protection will be considered a strong asset
- Experience in working with Government entities is preferred.
- Demonstrated knowledge of English language (writing, speaking and reading)

VIII. Application procedure:

Candidates must submit their applications, via email to the following email address nebojsa.banicevic@mepg.gov.me i nbanicevic@gmail.com clearly specifying the job for which the candidate is applying for.

For the application to be valid, the following needs to be provided:

- A Curriculum vitae CV (Europass format is preferred);
- Filled in reference form (Annex 1)
- A signed declaration (Annex 2).

Applications must be delivered/drafted in English. Incomplete applications will not be taken into consideration. Applications must be sent by email no later then 20 June 2023, 13h CET.

Only shortlisted candidates will be contacted for the interviews.



Montenegro
Ministry of Ecology,
Spatial Planning and Urbanism

Address: IV proleterske brigade 19
81 000 Podgorica
Montenegro

The Project Implementation Unit reserves the right to request additional documentation and/or to schedule a written test for candidates, should they deem necessary for the evaluation process.

Term of reference approved by:

Name and title: Tamara Brajović, National Project Director

Signature: 

Date: 5 June 2023