

## REQUESTED EXPERTISE OF THE COMPANY AND EXPERTS

### COMPANY PROFILE:

The Offeror (bidding company) is required to:

- The company implemented at least two projects of a similar nature in the last five (5) years, with contracts over 20.000,00 EUR (copies of relevant contracts should be submitted as part of the applications);
- The company has a minimum annual turnover of 50.000,00 EUR average for the last 2 years;
- The company is registered at least five years before application to the RFP.

### The structure of the project team and relevant qualifications/experience:

#### 1. Team leader/natural resources policy expert

##### *Education:*

- University degree in forestry/biological sciences/, environmental sciences/natural resource management/ sustainable development/management/law;
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

##### *Experience:*

- At least 7 years of managerial experience in projects and/or companies in the area of forestry, nature protection, natural resources management;
- Demonstrated understanding of international regulatory and policy frameworks and best practices in the context of forestry-NTPF/management of natural resources;
- Proven expertise in overseeing the document preparation process in accordance with the ToR;
- Demonstrated familiarity with Montenegro and/or its forestry/nature protection context is a strong advantage.

##### *Skills:*

- Strong leadership and organisational skills;
- Excellent report writing and analytical skills, with experience producing technical reports;
- Excellent communication and interpersonal skills;
- Ability to manage multiple stakeholders, including government entities, public institutions, civil sector, private sector, local communities and others.

#### 2. Forestry/NTPF expert

##### *Education:*

- University degree in forestry/ environmental sciences/natural resource management/ sustainable development;
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

##### *Experience:*

- At least 7 years of experience in projects in the area of forestry, nature protection, natural resources management;

- Demonstrated knowledge of international regulatory and policy frameworks and best practices in the context of forestry and NTFP;
- Demonstrated practical experience in the sustainable harvesting, management, or value chain development of Non-Timber Forest Products (NTFPs), including hands-on engagement with local communities, associations, or cooperatives;
- Proven expertise in overseeing the document preparation process in accordance with the ToR;
- Demonstrated familiarity with Montenegro and/or its forestry/nature protection context is a strong advantage;
- Previous experience in working with Government entities is considered an asset.

*Skills:*

- Excellent communication and interpersonal skills;
- Ability to manage multiple stakeholders, including government entities, public institutions, civil sector, local communities and others.

### **3. Management expert**

*Education:*

- University degree in management/business administration/social sciences/economy/law/natural resource management/sustainable development;
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

*Experience:*

- At least 5 years of experience in projects involving designing, implementing, establishing, managing organizational structures and governance frameworks, preferably for associations, NGOs, cooperatives, or community-based organizations;
- Proven experience in conducting stakeholder consultations and developing participatory, inclusive management approaches;
- Proven experience in capacity building and training delivery for local stakeholders;
- Proven experience in forestry/NTFP value chains will be considered a strong advantage;
- Demonstrated familiarity with Montenegrin institutional framework and stakeholders is a strong advantage.

*Skills:*

- Excellent communication and interpersonal skills;
- Excellent facilitation, stakeholder engagement, and communication skills for working with diverse groups, including local communities, government bodies, and private sector actors.

### **4. Nature protection expert**

*Education:*

- University degree in biological sciences/environmental sciences/natural resource management/sustainable development;
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

*Experience:*

- At least 5 years of experience in projects on nature protection and biodiversity conservation, preferably related to sustainable resource use;
- Proven experience in developing and delivering capacity-building programs on nature and environment protection;
- Proven expertise in the monitoring and assessment of environmental impacts related to resource extraction is considered a strong asset;
- Proven experience in advising on compliance with national and international legislation related to nature protection, forestry, and sustainable use of resources is a strong asset;
- Proven experience in forestry/NTFP value chains will be considered a strong advantage;
- Demonstrated familiarity with Montenegrin institutional framework and stakeholders is a strong advantage.

*Skills:*

- Excellent communication and interpersonal skills;
- Excellent facilitation, stakeholder engagement, and communication skills for working with diverse groups, including local communities, government bodies, and private sector actors.