

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 have a minimum annual turnover of 100.000,00 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/Forest Management and Planning Expert** must possess:

- University degree in law/economy/biology/forestry or other studies relevant for the purpose of the ToR., Masters or PhD degree will be considered as an advantage.
- At least 5 years of experience in managing projects, preferably in the area of forestry management plan development
- Working with Government entities is preferred.
- Knowledge of English language (writing, speaking and reading).
- Proven expertise in overseeing the document preparation process in accordance with the Terms of Reference (ToR). Familiarity with Montenegro is a distinct advantage.
- Advanced knowledge of forestry, environmental science, or a related field.
- Expertise in developing comprehensive Forest Development Plans.
- Familiarity with Montenegro's legislative framework related to forest management would be considered as asset.
- Experience in assessing risks and identifying negative experiences in forest planning.
- Understanding of international regulatory frameworks and best practices in forest management.
- Ability to analyze existing practices and recommend improvements.
- Strong project management skills for overseeing the development of Forest Development Plans.

2. **Senior expert for forests habitats** must possess:

- University degree in environment protection, biology, forestry, or other studies relevant for the purpose of the ToR. MA or PhD degree will be considered as an advantage.
- At least 5 years of experience related to:
 - forestry policies and legislation, sustainable forestry practices, and international forestry frameworks
 - conducting comprehensive reviews and formulating evidence-based recommendations
 - working with diverse stakeholders and facilitating stakeholder consultations
 - addressing gender considerations in forestry policies, planning and/or management
 - with protected areas and relevant processes related to nature protection will be considered a strong asset
 - Working with Government entities is preferred
 - Knowledge of English language (writing, speaking and reading)
 - Familiarity with legal and regulatory aspects related to private forest ownership in Montenegro
 - Ability to engage with private forest owners and understand their needs and concerns
 - Expertise in sustainable forest management practices for private lands
 - Capacity to work collaboratively with stakeholders, including private landowners, NGOs, and local communities.

- Strong communication skills to convey the benefits of private forest management to stakeholders.

3. Stakeholder Engagement and Capacity-Building Expert must possess:

- University degree in law/economy/biology/forestry/communication/social sciences or other studies relevant for the purpose of the ToR, MA or PhD degree will be considered as an advantage.
- At least 5 years of experience related to:
 - Experience in stakeholder analysis and mapping within the context of environmental planning.
 - Ability to identify and engage diverse stakeholders at national and local levels, including government institutions, municipalities, local communities, NGOs, and private forest owners.
 - Expertise in developing and implementing inclusive and cooperative engagement plans.
 - Capacity-building skills to enhance the capabilities of stakeholders in forest management and planning.
 - Strong communication and interpersonal skills to facilitate dialogue between diverse stakeholders.
 - Experience in documenting lessons learned, recommendations, and conclusions for future replication.

4. Legal and Regulatory Expert must possess:

- University degree in law, environment protection, biology, forestry, or other studies relevant for the purpose of the ToR. MA or PhD degree will be considered as an advantage.
- At least 5 years of experience related to:
 - Expertise in Montenegro's legal framework related to forestry and environmental management.
 - Knowledge of international legal standards and conventions related to forest management.
 - Experience in identifying gaps and shortcomings in existing legal frameworks.
 - Ability to propose legal solutions to address identified gaps.
 - Understanding of safeguards for biodiversity conservation and socio-economic impacts.
 - Capability to ensure that the Forest Development Plans comply with national and international legal requirements.