



## TERMS OF REFERENCE

- A. **Job title:** Consultant for the Development of the Rulebook on Border Demarcation of Protected Areas
- B. **Type of position:** National/International
- C. **Duty Station:** Home based/Podgorica, Montenegro
- D. **Contract type:** Consultant
- E. **Duration of appointment:** 16 working days (a day will be calculated as 8 hours and could be prorated to the hours worked) in the period 1 April 2025 – 15 June 2025, with the possibility of extension
- F. **Deadline for application:** 10 March 2025, 15:00h

### 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.

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 the 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.

With this assignment, the Project aims to contribute to the national efforts in improving the protected area management through border demarcation. The Law on Nature Protection ("Official Gazette of Montenegro," No. 54/16, 18/19, and 84/24) mandates that protected area managers ensure the border demarcation of the areas under their jurisdiction. Currently, a Rulebook on border demarcation exists specifically for national parks, developed in accordance with the Law on National Parks. However, among all protected areas, only the Durmitor and Biogradska Gora National Parks have been partially demarcated.

The Ministry of Ecology, Sustainable Development, and Northern Development, through the Directorate for Nature Protection, is in the process of finalizing the Draft Nature Protection Law. The proposed



legislation includes provisions for the development of a regulation on border demarcation for protected areas, both on land and at sea.

The expert engaged under this Terms of Reference (ToR) will support Component 1, Outcome 1 of the Project by contributing to the development and implementation of regulations for border demarcation in protected areas, in accordance with the draft Nature Protection Law.

## **II Objectives of the assignment:**

Under the overall supervision and guidance of the Head of Division for Protected Areas, the Project Manager, and the Chief Technical Specialist, the expert will be responsible for analysing best practices in border demarcation for both terrestrial and marine protected areas. They will propose at least two innovative methods for demarcation on land and at sea, including financial assessments to evaluate feasibility and cost-effectiveness. Additionally, the expert will support the Ministry in drafting the Rulebook on Border Demarcation for Protected Areas, ensuring alignment with the Draft Nature Protection Law and international best practices.

## **III Job content**

The engaged consultant will have the following specific responsibilities during the period 1 April 2025 – 15 June 2025:

- Conduct an analysis of border demarcation methods for protected areas on land and at sea, and propose at least two methods for each most feasible in Montenegrin context;
- Prepare a Draft Rulebook on the demarcation of protected area boundaries in Montenegro; and
- Prepare a comprehensive report on the Rulebook development process, including stakeholder engagement and public consultation, documenting lessons learned and giving recommendations for the future processes

In performing the job, the expert should assess the potential impacts of border demarcation on different stakeholders, with particular attention to vulnerable groups, and ensure that the demarcation process is inclusive and participatory, addressing any socio-economic implications and minimizing adverse effects. The expert should ensure that the perspectives and needs of both women and men are considered in accordance with the gender mainstreaming principles.

## **IV Deliverables:**

- Analysis Report on Border Demarcation Methods (including assessment of the existing border demarcation methods in Montenegro, proposal of at least two feasible methods for each, tailored to the Montenegrin context and financial and technical feasibility assessment of the proposed methods);





- Draft Rulebook on Protected Area Border Demarcation (including legal document, technical guidelines for demarcating protected area boundaries in Montenegro, ensuring they are aligned with the Draft Nature Protection Law and international best practices) and
- Comprehensive Report on the Rulebook Development Process (documenting stakeholder engagement process and public consultations, summarising key challenges and lessons learned, providing recommendations for future demarcations and a roadmap for enforcing the Rulebook).

#### **V Competencies:**

- Demonstrates integrity and ethics;
- Ability to lead strategic planning, results-based management and reporting;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Builds strong relationships with clients, focuses on impact and result for the client and responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Excellent communication skills, facility in working with teams and capacity to compose clear and readable narrative reports both, in English and local language;
- Demonstrates ability to manage complexities and work under pressure, as well as conflict resolution skills;
- Excellent organizational and time management skills;
- Knowledge Management and Learning;
- Shares knowledge and experience;
- Actively works towards continuing personal learning, acts on learning plan and applies newly acquired skills.
- Ability to perform a variety of standard tasks related to Results Management, including collecting of documentation, data entering, preparation of revisions, filling, and provision of information;
- Ability to provide input to business processes re-engineering, and implementation of new systems;
- Responds positively to feedback;
- Ability to work independently and in a team.

#### **VI Qualifications and expertise:**

- University degree in the field of environmental sciences/management, resource management, development/social sciences (advanced degree will be considered as an asset);
- At least seven years of relevant work experience related to management of protected areas, nature/environmental protection or similar;
- Comprehensive knowledge of environmental protection principles and issues, particularly regarding protected area governance and legal frameworks;
- Strong understanding of border demarcation processes and their implications for local communities, governance, and conservation efforts;
- Demonstrated experience in stakeholder engagement in the context of nature/environment



- protection;
- Demonstrated experience with Montenegrin nature protection context will be considered a strong asset;
  - Excellent inter-personal skills with the ability to facilitate consultations and coordinate with diverse stakeholders;
  - Excellent language skills in English (writing, speaking and reading). Knowledge of local language will be considered a strong advantage.

## VII Application procedure:

Candidates must submit their applications, via email to the following email address [irena.krivokapic@mepg.gov.me](mailto:irena.krivokapic@mepg.gov.me) i [irenakrivokapic@gmail.com](mailto:irenakrivokapic@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 than 10 March 2025, 15h CET.

Only shortlisted candidates will be contacted for the interviews.

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: Zoran Dabetić, National Project Director

Signature: 

Date: 20 February 2025