

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/Nature protection/Protected Area Expert :

Education:

- University degree in biological sciences/ environmental sciences/natural resource management/ sustainable development/ law/ economics or other fields relevant for the purpose of the Terms of Reference (ToR).
- 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 nature protection/protected areas
- Demonstrated understanding of international regulatory and policy frameworks and best practices in the context of nature protection/protected areas
- Proven expertise in overseeing the document preparation process in accordance with the ToR.
- Demonstrated familiarity with Montenegro and/or its nature protection context is a strong advantage.
- Previous experience in working with Government entities is considered an asset

Skills:

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

2. Legal expert

Education:

- University degree in law/public policy
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.
- Specialisation in environmental law is a distinct advantage

Experience:

- At least 3 years of experience in projects related to development and strengthening of legal frameworks, legislative framing, including compliance with national and international legal standards
- Experience with international environmental/nature protection regulations is a distinct advantage

- Demonstrated familiarity with Montenegro and/or its nature protection legal and policy framework is a strong advantage.

Skills:

- Ability to interpret and apply legal frameworks
- Capacity to work collaboratively with stakeholders, including government entities, international organisations and civil sector
- Excellent writing and communication skills

3. Policy Analyst

Education:

- University degree in public policy/environmental policy/environmental management or other fields relevant for the purpose of the ToR.
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.
- Specialisation in environmental/nature protection policy is a distinct advantage

Experience:

- At least 5 years experience in policy analysis and strategic planning
- Demonstrated experience with international environmental/nature protection policies
- Demonstrated familiarity with Montenegro and/or its nature protection policy framework is a strong advantage.

Skills:

- Ability to analyse and interpret policy frameworks
- Strong analytical and research skills
- Capacity to work collaboratively with stakeholders, including government entities and civil sector
- Excellent writing and communication skills

4. Climate Change Specialist:

Education:

- University degree in environmental sciences or other fields relevant to this ToR.
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.
- Specialisation in climate change adaptation is a distinct advantage

Experience:

- At least 3 years experience in projects related to climate change.
- Experience in climate change vulnerability assessments is considered a distinct advantage
- Experience in projects related to climate change and nature protection is considered a strong advantage

Skills:

- Ability to interpret and apply climate data and models
- Strong analytical and research skills
- Capacity to work collaboratively with stakeholders, including government entities, public institutions and civil sector
- Excellent writing and communication skills

5. Biodiversity and Conservation Specialist

Education:

- University degree in biological sciences/environmental sciences or other fields relevant to this ToR.

- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

-Specialisation in ecology/conservation is a distinct advantage

Experience:

- At least 5 years experience in projects related to biodiversity conservation, ecosystem management and/or protected areas

- Demonstrated familiarity with management of Natura 2000 sites, ensuring compliance with requirements and standards

- Demonstrated familiarity with Montenegro and/or its nature protection policy framework is a distinct advantage

- Demonstrated familiarity with in mainstreaming Natura 2000 in pre-accession phases is a strong advantage

- Demonstrated familiarity with in mainstreaming requirements of international designations (Ramsar, UNESCO, KBA etc) is a strong advantage

Skills:

- Ability to interpret and apply ecological data

- Strong analytical and research skills

- Capacity to work collaboratively with stakeholders, including government entities, civil sector, research institutions and local communities

-Excellent writing and communication skills-

6. Data Management Specialist:

Education:

- University degree in data sciences/IT/environmental sciences or other fields relevant to this ToR.

-Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.

-Specialisation in GIS and spatial data analysis is an advantage

Experience:

- At least 5 years of experience in data management

- Demonstrated experience in data management within the nature/environmental protection context is a distinct advantage

Skills:

- Proficiency in use of data management systems

- Demonstrated use of GIS software is a strong advantage

- Strong analytical and research skills

- Capacity to work collaboratively with stakeholders, including government entities, civil sector and local communities

- Excellent writing and communication skills

7. Visitor Management Specialist:

Education:

- University degree in tourism/environmental sciences or other fields relevant to this ToR.

-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 visitor management

- Demonstrated experience in visitor management in protected areas is a distinct advantage

- Demonstrated experience in ecological impact assessment from visitation is a distinct advantage

- Demonstrated experience in development of educational and interpretive programs for visitors is a distinct advantage
- Demonstrated experience with visitor infrastructure planning is a distinct advantage

Skills:

- Strong understanding of tourism management practices and their application
- Capacity to work collaboratively with stakeholders, including government entities, civil sector, businesses and local communities
- Excellent writing and communication skills

8. Sustainable Financing Specialist:

Education:

- University degree in economics/finance/business or other fields relevant to this ToR.
- Masters or PhD degree, as well as specialist certificates of relevance to this ToR will be considered as an advantage.
- Specialisation in environmental economics is a strong advantage

Experience:

- At least 5 years of experience in financial management and business planning
- Demonstrated experience in applying financial management in the context of environmental/nature protection and protected areas is a distinct advantage
- Demonstrated familiarity with biodiversity financing is a distinct advantage

Skills:

- Strong financial analysis and planning skills
- Development of business plans
- Knowledge of sustainable financing mechanisms
- Capacity to work collaboratively with stakeholders, including government entities, civil sector, businesses and local communities
- Excellent writing and communication skills

9. Capacity Building Specialist:

Education:

- University degree in management/human resources/environmental management or other fields relevant to this ToR.
- 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 training, capacity building and organisational development
- Demonstrated experience in working within the nature protection context is a strong advantage
- Demonstrated experience in instructional design is a strong advantage

Skills:

- Capacity to work collaboratively with stakeholders, including government entities, civil sector and local communities
- Excellent writing and communication skills

10. Communications and Stakeholder Engagement Specialist:

Education:

- University degree in communications/public relations/environmental management /development sciences/social sciences or other fields relevant to this ToR.
- 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 stakeholder engagement and management and community outreach
- Demonstrated experience in working within the environment/nature protection context and protected areas is a distinct advantage

Skills:

- Demonstrated proficiency in using communication tools and platforms is a strong advantage
- Capacity to work collaboratively with stakeholders, including government entities, civil sector and local communities
- Excellent writing and communication skills