



Montenegro
Ministry of Transport
Western Balkans Trade and Transport Facilitation Project (TTFP) Phase 2

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)**

Name of Project: “*Western Balkans Trade and Transport Facilitation Phase 2*” (TTFP)

Loan No: 94710-ME

Assignment Title: *Social Specialist*

Reference No. MNE-WBTTFP-94710-IC-CS-25-4.1.1.2

October 8, 2025

The Government of Montenegro has received financing in the total amount of USD 15,000,000.00 (equivalent) from the World Bank, toward the costs of the “*Western Balkans Trade and Transport Facilitation Phase 2*” (TTFP) project and intends to apply part of the proceeds of this loan towards payment for Consulting services under the Contract for Individual Consultant: *Social Specialist*.

The Program Development Objective for the MPA is to reduce trade costs and increase transport efficiency in the Western Balkans- Six Countries. Montenegro, with one of the two gateway ports to the Western Balkans, holds a critical position for the landlocked countries of the region as well as along the TEN-T corridor and linkages to the broader European region. Given its advanced progress, towards EU membership and developed road transport infrastructure, Montenegro stands to gain significantly from efficiency gains provided by the TTFP in the country and in neighboring countries through increased road and rail connectivity and enhanced trade integration.

The Ministry of Transport (MoT) needs the technical services of an **Social Specialist** (*Individual Consultant*) to provide support in managing social risks directly or indirectly attributable or identified as a consequence of the Project, materially compliant to the ESF. The Social Specialist will assist MoT in ensuring that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. To achieve these objectives, the Social Specialist will be responsible for the following tasks: the overall responsibility for the preparation, supervision of implementation, of all the relevant social risk management instruments or contribute to the preparation of joint ES risk management instruments as per the Projects Framework instruments, ESMF related responsibilities, LMP related responsibilities, implementation of RPF, Stakeholder Engagement, SEP Implementation, Public Consultation and Grievance Management, Grievance Mechanism Administration and Management and Monitoring and Quality Assurance. Social Specialist will work in close cooperation with the Project Manager, Environmental Specialist, other PIU’s staff and other stakeholders involved.

The detailed Terms of Reference (TOR) for this position can be obtained upon request at the e-mail address given below or on the Client website www.gov.me/msa .

The “MoT” through the Technical Service Unit, now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that have required qualifications and relevant experience to perform the Services. Individual consultants may be offered through the firms or other organizations, but the only qualifications of the individual consultant will be the basis of selection. Contract will be signed with proposed individuals. Successful management of the project requires a dynamic person, with excellent communication skills, who is ready to work in a team and contribute to a positive team spirit.

The Consultant selected for this position is expected to possess the following qualifications, relevant experience, and key interpersonal skills:

Qualification (mandatory) criteria:

- ✓ Graduate/Advanced Degree (Master's Degree) in Social Sciences, Sociology, Anthropology, Law, or related discipline.
- ✓ Minimum 5 (five) years of relevant professional experience in social safeguards, community engagement, stakeholder processes and risk management in investment projects (international and local).
- ✓ Experience in at least 2 internationally funded projects in the field of social protection.
- ✓ Direct involvement in preparation and implementation of ESMF, ESMP, ESMP checklists, RAPs.
- ✓ Knowledge of international good practice for management of E&S risks, including World Bank ESF/Safeguard's policies and International Finance Corporation (IFC) Sustainability Framework and supporting documents such as Guidance Notes.
- ✓ Previous experience with World Bank-funded projects as a social reviewer and an understanding of their requirements would be an advantage.
- ✓ Knowledge of domestic social and labour legislation would be an advantage.
- ✓ Good analytical skills, ability to think strategically, analyze and synthesize diverse qualitative and quantitative socially related data and information.
- ✓ Excellent spoken and written Montenegrin and English.
- ✓ Computer skills, including word processing and spreadsheets.
- ✓ No obstacles for traveling within Montenegro for various field trips.

The evaluation criteria will be the following:

- (i) General Qualifications, including education, trainings and qualifications (**40 points**).
- (ii) Specific experience relevant to the assignment (**60 points**).

*Additionally, "MoT" may decide to conduct an interview with shortlisted candidates in order to additionally verify required qualifications of candidates.

The "***Social Specialist***" shall be engaged to follow the Project activities on a **full-time basis** (working days, from Monday to Friday). The contract will be signed for a period of 1 years with the possibility of renewal until the end of the project implementation (April 30, 2028) and with the possible extension after this period. The consultancy is expected to start no later than in October 2025 and includes an initial probation period of 3 months.

The attention of interested Consultants is drawn to *Section III*, paragraphs, 3.13 - 3.16 of the World Bank's "***Procurement Regulations for IPF Borrowers***" sixth edition - issued in February 2025 setting forth the World Bank's policy on conflict of interest. Consultant will be selected in accordance with the Individual Consultant method (ICS) set out in the above-mentioned Procurement Regulations. Further information can be obtained at the e-mail address below.

Interested consultants are invited to express their interest by submitting CV and a Cover Letter, presenting experiences and availability of appropriate skills (Preferably - scanned diplomas to be sent with CV), only by e-mail, to the address below and in subject must clearly indicate project name, subject number:
(*Social Specialist / MNE-WBTTFP-94710-IC-CS-25-4.1.1.2*)

*The deadline for submission is **October 22, 2025 –10:00h.***

Ministry of Finance /Technical Service Unit
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