



## TERMS OF REFERENCE

- A. Job title:** Consultant for the study on sustainable development of fly-fishing tourism in Montenegro
- B. Type of position:** National
- C. Duty Station:** Home based/Podgorica, Montenegro
- D. Contract type:** Consultant
- E. Duration of appointment:** 30 working days (a day will be calculated as 8 hours and could be prorated to the hours worked) in the period 15 April 2026 –31 December 2026
- F. Deadline for application:** 27 March 2026, 12:00h

### 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 provides 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.

The tasks fall under Component 2, Output 3.1: Best-practice standards for nature-based biodiversity friendly tourism developed and endorsed since its aim is to explore the potential for fly-fishing tourism development in Montenegro as a form of sustainable, biodiversity-friendly tourism, and to provide concrete, evidence-based recommendations to inform the development of the new Tourism Strategy.

### II Objectives of the assignment:

Under the overall supervision and guidance of the Project Manager and the Consultant responsible for coordination of activities under Outcome 3 of the GEF-7 project and with representatives of the Ministry of Tourism, the Consultant will assess the potential for fly-fishing as special type of tourism development in Montenegro as a sustainable and biodiversity-friendly tourism segment, and to provide concrete, evidence-based recommendations to inform the preparation of the new national Tourism Development Strategy.



### III Job content

During the period 15 April – 31 December 2026, the engaged consultant will be responsible for following activities:

- Review existing fly-fishing infrastructure, regulatory frameworks, and current market trends in Montenegro and in other countries where fly-fishing is popular. Analyse the target tourist groups and demand;
- Assess opportunities for integrating fly-fishing tourism with biodiversity conservation and protected area management, ensuring minimal environmental impact;
- Review successful fly-fishing tourism models and support schemes in the region and EU countries, highlighting lessons learned and potential applicability to Montenegro;
- Identify priority rivers, lakes, and other water bodies for the sustainable development of fly-fishing tourism, based on biological indicators and carrying capacity assessments, and in consultation with concessionaires of fishing waters, including the availability of related accommodation and services;
- Engage and coordinate with relevant stakeholders, including local tourism organizations, sport organisations, fishermen organisation, municipalities, and conservation agencies;
- Assess the required infrastructure and safety standards, including fishery guard services, access control, and the protection of sensitive zones, as well as standards based on fish stock conservation and the principles of sustainable Catch & Release (C&R) fly-fishing, in accordance with national legislation and international standards;
- Provide strategic recommendations, marketing measures, including governance arrangements, capacity-building needs, financing mechanisms, and an indicative implementation roadmap.

### IV Deliverables:

The Consultant will be responsible for the following key deliverables:

- Inception Report, including methodology, work plan, stakeholder consultation plan, and benchmarking approach for regional/EU best practices;
- Draft Study on Fly-Fishing Tourism Development in Montenegro, covering situational analysis, target groups, priority locations, regulatory and environmental considerations, stakeholder engagement, benchmarking findings, and implementation roadmap;
- Presentation of key findings and strategic recommendations to the Ministry of Tourism and relevant stakeholders;
- Final Study on Fly-Fishing Tourism Development in Montenegro, incorporating comments received and providing actionable inputs for the new national Tourism Development Strategy.

The Consultant will be remunerated on a monthly basis, subject to submission and approval of a monthly progress report outlining activities undertaken, progress against the agreed work plan, key results achieved. Payments will be processed upon approval by the Project Manager.



## **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;
- Ability to work independently and in a team.

## **VI Qualifications and expertise:**

- University degree (Master's level or higher will be consider as an advantage) in tourism, environmental management or a closely related field;
- At least 5 years of professional experience in tourism strategies planning, including development of fly-fishing, nature-based, or adventure tourism;
- Experience working with public institutions, local governments, or tourism organizations, including stakeholder consultation and coordination;
- Knowledge of national legislation related to freshwater fisheries and nature protection;
- Demonstrated ability in strategic planning, policy analysis, and formulation of actionable recommendations for tourism development;
- Experience in fish stock management, sport fishing, or projects related to the sustainable management of freshwater ecosystems;
- Experience in the development or implementation of Catch & Release (C&R) regimes and the management of fly-fishing areas will be considered as an advantage;
- Experience with market analysis and target groups, participation in fishing tourism fairs;
- Strong analytical, reporting, and communication skills in Montenegrin;
- Practical experience with fly-fishing in Montenegro.



## VII Application procedure:

Candidates must submit their applications, via email to the following email address [irena.krivokapic@mers.gov.me](mailto:irena.krivokapic@mers.gov.me) and [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 27 March 2026, 12h 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: 6 March 2026