



TERMS OF REFERENCE

- A. Job title:** Consultant for Critical Infrastructure
- B. Type of position:** National/International
- C. Duty Station:** Home based/Podgorica, Montenegro
- D. Contract type:** Consultant
- E. Duration of appointment:** 25 working days (a day will be calculated as 8 hours and could be prorated to the hours worked) in the period 5 May 2025 – 15 November 2025, with the possibility of extension
- F. Deadline for application:** 18 April 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.

The expert's engagement under this ToR falls under Component 2 Output 4.2. of the Project: *Strengthened resilience of High-Conservation Value forests to fire threats*. Through this output, the Project aims to contribute more broadly to disaster risk reduction (DRR) efforts by enhancing the overall resilience through supporting capacity building, conducting best practice analyses, and implementing pilot initiatives relevant to various disaster risks. These efforts will contribute to improved risk management, strengthened institutional and ecosystem resilience, and better alignment of national practices with EU and international DRR standards.

II Objectives of the assignment:

The objective of this assignment is to support the development of a more resilient and secure critical infrastructure system in Montenegro, with particular attention to infrastructure linked to the management and protection of natural resources. Under the overall supervision and guidance of the Project Manager



and Chief Technical Specialist, the Consultant will carry out a comprehensive analysis of the country's critical infrastructure, identifying key assets and assessing their vulnerabilities, including those related to environmental and natural resource risks. Based on the findings, the Consultant will provide concrete recommendations to inform the further development of the policy and regulatory framework, including proposals for the preparation of relevant secondary legislation.

III Job content

The engaged consultant will have the following specific responsibilities during the period 5 May 2025 – 15 November 2025:

- Review and interpret the existing legal framework, with a focus on identifying sectors, assets, and services currently classified as critical infrastructure under the Law on Critical Infrastructure;
- Conduct a risk and vulnerability assessment of identified critical infrastructure, considering a range of potential threats including natural disasters, cyber threats, terrorism, and other security risks—with particular attention to vulnerabilities of natural resources;
- Analyze the roles, responsibilities, and capacities of relevant institutions involved in the protection, oversight, and management of critical infrastructure, and assess the adequacy and effectiveness of existing emergency preparedness and response mechanisms;
- Identify gaps and recommend priority actions for strengthening the regulatory and institutional framework;
- Develop concrete proposals for amendments to existing legislation and the development of secondary legislation, standards, or operational protocols as needed.

IV Deliverables:

- A report on current legal and policy framework related to critical infrastructure in Montenegro, including identification of sectors, assets, and services classified as critical under the existing Law on Critical Infrastructure;
- A report on the assessment of risks and vulnerabilities affecting critical infrastructure, addressing a range of threats (e.g., natural disasters, cyber threats, terrorism), with specific attention to issues related to natural resources;
- An analytical overview of the institutional landscape, outlining the roles, responsibilities, and operational capacities of relevant bodies involved in CI protection. The report should also evaluate the effectiveness of current emergency preparedness and response plans;
- A report identifying key gaps in the existing regulatory and institutional framework, accompanied by prioritized recommendations for action to improve critical infrastructure protection and resilience;
- A set of concrete proposals for amendments to existing legislation and/or the development of relevant secondary legislation, standards, and operational protocols aimed at enhancing the critical infrastructure governance framework;
- Progress report for period May - July 2025;
- Final report for period August-November 2025.



V Competencies:

- Demonstrates integrity and ethics and a commitment to transparency and accountability
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability, ensuring inclusive and respectful engagement with all stakeholders
- Approaches work with energy, positive and constructive attitude;
- Demonstrates the ability to manage complexities and resolve conflicts constructively.
- Strong organizational and time management skills, with the ability to prioritize tasks and meet tight deadlines while maintaining high-quality outputs
- Ability to provide constructive input
- Responds positively and constructively to feedback and demonstrates a willingness to adapt and improve
- Ability to work independently and in a team, fostering collaboration and mutual support
- Excellent report-writing and presentation skills, with the ability to communicate complex findings clearly and effectively to diverse audiences
- Excellent inter-personal skills, with the ability to engage effectively with diverse stakeholders and facilitate knowledge exchange
- English (working language) and fluency in local language (writing, speaking and reading).

VI Qualifications and expertise:

- A university degree in a relevant field such as environmental sciences, natural resources management, law, public policy, DRR/emergency management, security, engineering or other related to critical infrastructure, disaster risk reduction, protection and rescue. Higher level degrees will be considered an asset;
- At least five years of relevant work experience related to disaster risk reduction, protection and rescue, emergency preparedness and/or critical infrastructure resilience;
- Previous experience related to risks and capability assessments and policy development in DRR area;
- Previous experience in analysing and drafting legal/regulatory documents will be considered a strong asset
- Proven understanding of natural resources and nature protection will be considered a strong asset

VII Application procedure:

Candidates must submit their applications, via email to the following email address irena.krivokapic@mepg.gov.me i 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);



Ministry of Ecology, Sustainable
Development and Northern
Region Development

Adresa: Cetinjski put bb
81000 Podgorica, Crna Gora

- 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 18 April 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: *Zoran Dabetić*

Date: 3 April 2025