



Montenegro
Ministry of Agriculture, Forestry and Water Management

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

Name of Project: CLIMATE RESILIENT FISHERIES AND AGRIFOOD SECTOR DEVELOPMENT PROJECT (CRFASD)

Loan No: IBRD-98890

Assignment Title: PMT SOCIAL DEVELOPMENT SPECIALIST (FULL – TIME)

Reference No. MNE-CRFASD-98890-ME-IC-CS-26-3.2.6

Publication date: September 10, 2026

The Montenegro has received financing from the World Bank toward the cost of CLIMATE RESILIENT FISHERIES AND AGRIFOOD SECTOR DEVELOPMENT PROJECT (CRFASD), and intends to apply part of the proceeds of this Loan for consulting services for PMT SOCIAL DEVELOPMENT SPECIALIST (FULL – TIME).

The overall objective of this consultant service (“the Service”) is 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 Development Specialist will assist MAFWM 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.

The Social Development Specialist shall be engaged to deliver all the needed support on a full-time daily basis (8 hours per day, working days, from Monday to Friday). The consultancy is expected to start in September 2026 and continue up to the project's implementation (end of March 2031), including a probation period of three months.

The Ministry of Agriculture, Forestry and Water Management, through Technical Service Unit, now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Service. Interested consultants must provide Cover Letter and CV representing description of similar assignments, experience in similar conditions and availability of appropriate skills (scanned diplomas to be sent with CV). Individual consultants may be offered through firms or other organizations, but the qualifications of the individual consultant will be the basis of selection. Contract will be signed with proposed individuals.

The criteria for selection are following:

- Graduate/Advanced Degree (Master's Degree) in the environment & social safeguard area, Social Sciences, 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 risk management under ESF or other IFI standards.
- 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 labor 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.
- Driving license, 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).

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers - Procurement in Investment Project Financing Goods, Non-Consulting and Consulting Services, February 2025 (Procurement Regulations), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours from 08,00 to 14,00 hours.

Expressions of interest must be delivered in a written form, only by e-mail, to the address below by **September 24, 2026, 12,00h**.

Ministry of Finance/Technical Service Unit
Attention: Mr. Mirko Lješević, Senior Procurement officer
Street Address: Studentska 2a
Floor/Room number: first floor (left from the elevator)

City: 81000 Podgorica
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