



TERMS OF REFERENCE

- A. Job title:** Forestry Specialist for development of the Management Plan for Nature Park Komovi on the territory of Podgorica and Andrijevica
- B. Type of position:** National/International
- C. Duty Station:** Home based/Podgorica, Montenegro
- D. Contract type:** Consultant
- E. Duration of appointment:** 10 working days (a day will be calculated as 8 hours and could be prorated to the hours worked) in the period 1 April 2026 – 31 December 2026, with the possibility of extension
- F. Deadline for application:** 20 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 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 tasks outlined in this ToR falls under *Component 1, Output 1.1: Revised management planning of the existing national PAs addresses the KBA conservation needs, international UNESCO and Ramsar requirements, newly assessed threats and climate risks*, which aims to support the preparation management plans for protected areas, as the key management tool for ensuring effective and sustainable nature protection in protected areas.



II Objectives of the assignment:

The objective of this assignment is to support the preparation of the Management Plan for Nature Park Komovi for managers in Podgorica and Andrijevica, with a specific focus on forest ecosystems and sustainable forest management, ensuring that the plan provides a comprehensive and scientifically grounded framework for the conservation, restoration, and sustainable use of forest resources within the protected area.

The assignment will ensure that the Management Plan clearly defines priorities for forest conservation and management, establishes clear objectives and expected outcomes related to forest ecosystem health, structure, and functions, and sets out an actionable framework for maintaining and restoring forest integrity and resilience. The forestry component of the Management Plan should provide an analysis of forest types, conditions, and pressures, including natural and human-induced factors, as a basis for guiding protection measures, sustainable forest use, habitat conservation, and long-term monitoring, while supporting adaptive management in response to environmental change and emerging threats.

III Job content

Under the overall supervision of the Project Manager, Chief Technical Advisor, and Protected Area Specialist (as chief planner), and representatives of both managers of protected area¹, the Forestry Specialist will provide expert input for the development of the Management Plan for Nature Park Komovi, in cooperation with park management structures from Podgorica and Andrijevica as well as with Forestry Administration.

The Forestry Specialist will be responsible for reviewing and analyzing available data on forest resources, including forest types, structure, condition, functions, and management practices, as well as key ecological processes influencing forest ecosystems. Based on the findings, the specialist will contribute to the preparation of the forestry-related narrative sections of the Management Plan and propose management objectives, conservation outcomes, and measures aimed at maintaining and enhancing the ecological stability, protective functions, and sustainable use of forest ecosystems within the park and in collaboration with the Forestry Administration, in order to avoid overlap and conflict with their management mandates.

The Forestry Specialist will ensure that forest resource considerations are fully integrated into the Management Plan and will provide technical support during stakeholder consultations, contributing to revisions of the plan based on feedback and expert review.

¹ Agency for Management of Protected Areas of Podgorica and Public Enterprise for Nature Park Komovi



During the period 1 April 2026 – 31 December 2026, the Forestry Specialist will have the following specific responsibilities:

- Conduct a desk review and synthesis of existing data, studies, forest inventories, management documentation, and technical reports related to forest resources within Nature Park Komovi;
- Collect and systematize information on forest resources from multiple sources, including literature, field observations where feasible, forestry management plans and consultations with relevant institutions and stakeholders (Forestry Administration, forest owners etc);
- Analyze forest types, condition, functions, and pressures, including natural disturbances, land-use change, and human activities, and assess their implications for conservation and sustainable management;
- Define objectives for sustainable forest management and conservation of forest ecosystems, along with measurable indicators to support monitoring of forest condition and management effectiveness;
- Propose strategic priorities and measures for forest protection, restoration, sustainable use, and resilience enhancement, in line with national forestry legislation, protected area regulations, and relevant international standards;
- Provide technical support to the design and implementation of the participatory planning process, including communication with stakeholders and incorporation of forestry-related feedback into the plan;
- Prepare and contribute to drafting sections of the Management Plan and Action Plan related to forest resources and their management, ensuring technical accuracy and policy coherence;
- Coordinate with the Protected Area Specialist as the chief planner and other technical experts to ensure forestry considerations are effectively integrated into broader spatial planning, biodiversity protection, and ecosystem management measures;
- Maintain regular communication with the planning team, provide requested inputs, and report to the Project Manager, Chief Technical Advisor, and Protected Area Specialist on progress, findings, and emerging issues.

IV Deliverables:

- Drafting of the narrative section of the Management Plan related to forest resources and forest ecosystems, including identification of key forest types, their condition, functions, pressures, and management needs within the park.
- Proposal of forest-related management objectives, conservation outcomes, and priority measures for protection, restoration, and sustainable use of forest ecosystems, aligned with national forestry legislation, protected area requirements, international standards, and stakeholder inputs.
- Proposal of forest monitoring indicators and a framework for tracking forest condition, management effectiveness, and ecosystem resilience, supporting adaptive management of forest resources.



- Provision of technical input and participation in stakeholder consultation processes, including preparation of a summary note on forestry-related feedback and recommendations for its transparent incorporation into the Management Plan.
- Revision of the forestry sections of the Management Plan, reflecting expert feedback and stakeholder inputs, ready for integration into the full draft.
- Regular progress updates to the Project Manager, Chief Technical Advisor, and Protected Area Specialist.

V Competencies:

- Demonstrates integrity and ethics and a commitment to transparency and accountability in all professional activities;
- 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 analytical, report-writing and presentation skills, with the ability to communicate complex findings clearly and effectively to diverse audiences;
- Fluency in local language (writing, speaking and reading) and working knowledge of English language.

VI Qualifications and expertise:

- A university degree in a forestry. Higher level degrees and specialist certificates will be considered a strong asset;
- At least five years of relevant professional experience in forestry, forest conservation;
- Demonstrated ability to analyze and synthesize ecological and scientific data into practical conservation objectives and management measures;
- Proven experience in the preparation of forestry assessments and contributions to strategic or management planning forestry documents;
- Previous experience in stakeholder engagement and participatory planning in the context of nature protection/natural resources management.



VII Application procedure:

Candidates must submit their applications, via email to the following email address irena.krivokapic@mers.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);
- 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 20 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: 4 March 2026