



TERMS OF REFERENCE

- A. Job title:** Consultant for Revision of the Law on Chemicals in Montenegro and drafting the proposal of a new Law on chemicals management
- B. Type of position:** National/International
- 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 5 May 2025 – 1 December 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 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 promotes 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 addresses 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 2 – *Biodiversity mainstreaming into sectoral policies and practices*. By strengthening the regulatory framework for chemical management, this task is expected to contribute to the broader goals of the project to mainstream biodiversity into sectoral policies and practices, as improved control over hazardous substances directly supports biodiversity conservation, ecosystem health, and environmental safety across multiple sectors. Moreover, aligning chemical management practices



with EU standards enhances cross-sectoral environmental governance and supports the integration of biodiversity considerations into national development planning.

II Objectives of the assignment:

The objective of this assignment is to support the alignment of Montenegro's legal framework on chemicals with EU legislation and international standards, by drafting a harmonized Law on Amendments to the Law on Chemicals. Through a detailed analysis of existing national legislation and relevant EU regulations, as well as consultations with key stakeholders, the consultant will develop a public consultations ready draft law that ensures the effective transposition of major EU chemical-related regulations such are: Regulation 1907/2006/EC (REACH) Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), Regulation 1272/2008/EC (CLP) – Classification, Labelling, and Packaging of Substances and Mixtures (CLP), Regulation 440/2008/EC – Test Methods (for the testing of chemical substances), Regulation 649/2012/EC – PIC Regulation on the Import and Export of Hazardous Chemicals, Annex I of Regulation 850/2004/EC (POPs) – List of Persistent Organic Pollutants (POPs), Directive 2004/42/EC – Volatile Organic Compounds (VOC) in Paints and Coatings, Regulation 648/2004/EC – Detergents Regulation, Directive 2004/10/EC – Good Laboratory Practice (GLP).

III Job content

Under the overall supervision of the Project Manager and Chief Technical Advisor, the engaged Consultant will support the preparation of the Law on Amendments to the Law on Chemicals, in line with relevant EU legislation and international standards. The assignment will contribute to strengthening the national regulatory framework for chemical management, thereby supporting the integration of environmental and biodiversity considerations into national legislation and sectoral practices. The consultant will conduct a desk analysis of existing legal and institutional frameworks, consult with key stakeholders, and prepare a draft law that effectively transposes core EU regulations. The assignment will also include providing recommendations for further legislative harmonization and supporting the legislative proposal through the national consultation and approval process.

The engaged consultant will have the following specific responsibilities during the period 5 May 2025 – 1 December 2025:

- Conduct a desk analysis of the existing Law on Chemicals and related national legislation, regulations, and practices;



- Review relevant EU legislation and international standards, including: 1907/2006/EC (REACH), 1272/2008/EC (CLP), 440/2008/EC; 649/2012/EC, 2004/42/EC; 648/2004/EC, 2004/10EC, and other applicable regulations and directives;
- Identify gaps and inconsistencies between national legislation and EU requirements in the field of chemical management;
- Consult with relevant national stakeholders, including public institutions, regulatory bodies, and experts, to gather inputs and validate findings;
- Draft the Law on Amendments to the Law on Chemicals, ensuring legal, institutional, and technical alignment with EU regulations;
- Prepare supporting documentation necessary for public consultation and further legislative procedures;
- Provide recommendations for future harmonization of national with the EU legislation, including REACH, CLP, PIC, POPs, VOC, and GLP;
- Support the legislative proposal throughout the national consultation, public debate, and approval process and
- Ensure that the proposed legal framework contributes to environmental protection and aligns with broader environmental and biodiversity conservation goals.

IV Deliverables:

- Report summarizing the desk analysis of the existing Law on Chemicals and relevant national legislation and practices. Comparative analysis including a table of concordance of current national provisions and corresponding EU regulations, highlighting gaps and inconsistencies, as well as proposed recommendations for alignment;
- A detailed overview of feedback from stakeholder consultations, including key findings along with actionable recommendations for improving legislative alignment, based on stakeholder input;
- Draft Law on Amendments to the Law on Chemicals, aligned with relevant EU legislation and national legal requirements with the Report on the Conducted Regulatory Impact Assessment - RIA Form;
- Supporting documentation for public consultation, including explanatory notes and legal justification;
- Recommendations for further alignment of national chemical legislation with EU and international frameworks;
- Final report summarizing the process, results, and proposed steps for advancing the legislative initiative through the national approval process.

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 English and in local language (writing, speaking and reading).

VI Qualifications and expertise:

- A university degree in a relevant field such as law, environmental sciences/management, chemical sciences/engineering, biological sciences, biochemical engineering or related. Higher level degrees will be considered a strong asset;
- At least five years of relevant professional experience in regulatory or legislative work related to chemicals management or environmental law;
- In-depth knowledge of EU legislation on chemicals;
- Proven experience in drafting legal or regulatory documents, especially laws, amendments, or technical guidelines in the field of environmental protection;
- Familiarity with the legislative and institutional framework of Montenegro or countries with similar legal systems, particularly in the context of EU integrations will be considered a strong asset;
- Experience in working with public institutions, regulatory bodies, or international organizations on chemicals management or environmental legislation;
- Strong analytical and legal drafting skills, with the ability to translate technical and scientific requirements into clear legal provisions.

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.



Ministry of Ecology, Sustainable
Development and Northern
Region Development

Adresa: Cetinjski put bb
81000 Podgorica, Crna Gora

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 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: 

Date: 3 April 2025