



## TERMS OF REFERENCE

- A. Job title:** National Consultant – Water Resources Expert (Adaptation Fund Project Preparation)
- B. Type of position:** National
- C. Duty Station:** Home based/Podgorica, Montenegro
- D. Contract type:** Individual Contract
- E. Duration of appointment:** 30 working days in a period of 1 April 2026 – 31 December 2026, on a non-continuous basis, within the Adaptation Fund project proposal preparation timeframe
- 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 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 defined in this ToR fall under Component 1, with the primary objective of improving the management of international nominations, specifically the UNESCO Man and Biosphere Reserve Tara River Basin.

The Tara River Basin represents one of Montenegro's most hydrologically and ecologically valuable regions, providing critical ecosystem services such as water regulation, erosion control, biodiversity conservation, and support to local livelihoods. Its mountainous terrain, high ecological sensitivity, and strong dependence on natural resources make the basin particularly vulnerable to the impacts of climate change.



Climate change is already increasing pressures on the basin through altered precipitation patterns, intensified flood and drought cycles, erosion processes, and ecosystem degradation. These changes threaten biodiversity, agricultural productivity, infrastructure, and the well-being of communities living both within the basin and downstream, with potential cascading impacts on wider national resilience.

Recognizing its ecological importance and climate vulnerability, Montenegro has identified the Tara River Basin as a priority area for ecosystem-based adaptation, resilient water resources management, and disaster risk reduction. Strengthening ecosystem resilience and promoting climate-informed land and water management in the basin therefore offers significant opportunities to generate sustainable adaptation benefits for both nature and local communities.

Through the GEF-7 project, support is being provided for the preparation of a full Adaptation Fund project proposal focused on this target area, through a process led by UNDP. As the designated Implementing Entity, UNDP is overseeing proposal development to deliver concrete adaptation benefits through international consulting firm and national experts to ensure both technical expertise and alignment with national and local priorities.

## **II Objectives of the assignment:**

The objective of this assignment is to provide specialized technical expertise to support the identification, justification, and design of climate-resilient water management and adaptation measures within the Adaptation Fund project proposal for Montenegro. This includes contributing to the development of interventions related to flood risk reduction, drought resilience, watershed management, erosion control, and nature-based solutions.

The assignment aims to ensure that proposed measures are technically sound, climate-justified, locally appropriate, and aligned with national priorities, while fully complying with Adaptation Fund requirements for robust climate rationale, implementation feasibility, and long-term sustainability.

## **III Job content**

Under the overall supervision of the Project Manager, Chief Technical Advisor, UNDP representatives and in close coordination with the international consulting company leading the Adaptation Fund proposal preparation, the National Water Resources Expert shall provide sector-specific technical inputs related to climate change adaptation and disaster risk reduction. The Expert will work on a non-continuous basis and contribute analytical inputs, technical designs, and revisions required to support the preparation of a high-quality, submission-ready Adaptation Fund project proposal.

The Expert's duties and responsibilities shall include, but not be limited to, the following:



### **1. Technical Review and Baseline Analysis**

- Review relevant national and sub-national policies, strategies, and plans related to water resources management, climate change adaptation, disaster risk reduction, and river basin management, including the NAP/CCAP and basin-level studies.
- Review available hydrological, hydro-meteorological, and climate data relevant to the Tara River Basin and other targeted areas.
- Contribute to the assessment of baseline conditions and existing adaptation gaps in water management and flood and drought risk reduction.

### **2. Climate Risk and Vulnerability Inputs (Water Sector)**

- Provide technical inputs to the climate risk and vulnerability analysis related to floods, droughts, erosion, sedimentation, and hydrological variability.
- Support identification of climate change drivers affecting water availability, runoff regimes, and extreme events, using available national data and studies.
- Contribute to the articulation of a clear climate rationale for water-related adaptation measures, consistent with Adaptation Fund guidance.

### **3. Design of Water-Related Adaptation Measures**

- Identify and technically define water-related adaptation interventions, including structural, non-structural, and nature-based solutions.
- Support the design of measures such as flood risk reduction, watershed stabilization, erosion control, water retention, and climate-resilient water management practices.
- Ensure that proposed measures are technically feasible, locally appropriate, and aligned with national standards and institutional capacities.

### **4. Contribution to Project Logic and Results Framework**

- Provide sector-specific inputs to the theory of change, outputs, indicators, and targets related to water and flood/drought management.
- Support definition of measurable adaptation outcomes and indicators in line with the Adaptation Fund Results Framework.
- Contribute to assumptions and risk analysis related to water-sector interventions.

### **5. Environmental and Social Safeguards Support**

- Support environmental and social screening from a water-sector perspective, in coordination with the ESIA Expert.
- Identify potential environmental and social risks associated with proposed water-related interventions and suggest mitigation measures.



- Ensure alignment with the Adaptation Fund Environmental and Social Policy.

#### **6. Coordination and Review**

- Participate in technical coordination meetings as required.
- Review draft sections of the Adaptation Fund proposal related to water resources and provide comments and revisions.
- Support incorporation of reviewer comments and revisions during the proposal finalization stage.

#### **IV Deliverables:**

The National Water Resources Expert shall deliver the following outputs in support of the Adaptation Fund project proposal preparation. All deliverables shall be prepared in English, submitted in electronic format, and aligned with the Adaptation Fund project proposal template and guidance.

The assignment shall be carried out over 30 working days, on a non-continuous basis, over a period 1 April 2026 – 31 December 2026, in coordination with the Project Manager, Chief Technical Advisor, UNDP representatives and the international consulting company.

#### **Indicative Deliverables**

##### **1. Technical Input Note on Water Sector Climate Risks and Vulnerabilities**

- Written technical inputs on climate-related water risks, including floods, droughts, erosion, sedimentation, and hydrological variability, with specific reference to the Tara River Basin and other targeted areas.
- Contribution to the climate rationale section of the Adaptation Fund proposal (water sector components).

##### **2. Technical Inputs on Water-Related Adaptation Measures**

- Description and technical justification of proposed water-related adaptation interventions, including structural, non-structural, and nature-based solutions.
- Inputs on technical feasibility, design considerations, and alignment with national standards and institutional capacities.

##### **3. Inputs to Theory of Change and Results Framework**

- Sector-specific inputs to the project's theory of change, outputs, indicators, and targets related to water management, flood and drought resilience, and watershed protection.
- Support definition of measurable adaptation outcomes in line with the Adaptation Fund Results Framework.



#### 4. Environmental and Social Safeguards Inputs (Water Sector)

- Technical inputs to environmental and social screening related to water-sector interventions.
- Identification of potential environmental and social risks and proposed mitigation measures, in coordination with the ESIA Expert.

#### 5. Review and Revision of Draft Proposal Sections

- Review of draft proposal sections related to water resources management.
- Written comments and suggested revisions based on feedback from UNDP, the international consulting company, and other reviewers.

All reports shall be submitted in English, in electronic format, and in accordance with UNDP reporting standards and agreed timelines. All deliverables shall be subject to review and formal approval by Project Manager, Chief Technical Advisor and UNDP representatives.

Payments under this contract shall be made upon satisfactory completion and formal written approval of deliverables by Project Manager, Chief Technical Advisor and UNDP representatives, in accordance with the agreed payment schedule to be defined in the contract. No payments shall be made for deliverables that have not been formally reviewed and approved by both Project Manager and Chief Technical Advisor.

#### Indicative Timeline and Deliverables

Deliverable / Output	Description	Estimated Level of Effort
Technical input note on water-sector climate risks and vulnerabilities	Written inputs on climate-related water risks (floods, droughts, erosion, sedimentation, hydrological variability), with focus on the Tara River Basin; inputs to climate rationale of AF proposal	7 working days
Technical inputs on water-related adaptation measures	Technical definition and justification of water-related adaptation interventions, including structural, non-structural, and nature-based solutions; feasibility considerations	8 working days
Inputs to theory of change and results framework	Sector-specific inputs to theory of change, outputs, indicators, and targets related to water management and flood/drought resilience	5 working days



Deliverable / Output	Description	Estimated Level of Effort
Environmental and social safeguards inputs (water sector)	Inputs to environmental and social screening; identification of water-related risks and proposed mitigation measures, in coordination with ESIA Expert	5 working days
Review and revision of draft proposal sections	Review of draft proposal sections related to water resources; written comments and revisions based on UNDP and team feedback	5 working days
		30 working days

#### 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;
- Ability to lead strategic planning, results-based management and reporting in complex public-sector and central banking environments;
- Builds strong relationships with institutional counterparts and stakeholders, focuses on impact and result at the institutional level 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;
- 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;
- Excellent inter-personal and communication skills;
- Ability to work independently and in a team.

#### VI Qualifications and expertise:

The National Consultant – Water Resources Expert shall possess the following minimum qualifications and experience:



- An university degree in water resources management, hydrology, civil or environmental engineering, environmental sciences, climate change, natural resources management, or a closely related field.
- A postgraduate specialization in a relevant discipline shall be considered an asset.
- A minimum of 7 years of progressively responsible professional experience in water resources management, hydrology, flood and drought risk management, watershed management, or related fields.
- Demonstrated experience in climate change adaptation, particularly in the design or assessment of water-related adaptation measures.
- Proven experience working on river basin-scale planning and/or water-related disaster risk reduction projects.
- Prior experience contributing to the preparation of project proposals or technical inputs for international climate finance mechanisms, such as the Adaptation Fund, Green Climate Fund, Global Environment Facility, or comparable donors, is highly desirable.
- Familiarity with Adaptation Fund requirements, including climate rationale, results framework, and safeguards, shall be considered an advantage.
- Strong technical knowledge of: flood risk reduction and drought resilience measures; watershed and catchment management, including nature-based solutions; hydrological and climate data interpretation; climate-resilient water infrastructure and ecosystem-based adaptation approaches.
- Ability to translate technical analyses into clear, concise inputs suitable for project proposals and results frameworks.
- Experience working with government institutions, municipalities, and development partners in Montenegro or comparable contexts.
- Ability to work effectively with international consultants and multidisciplinary teams.
- Strong coordination and communication skills.
- Full professional proficiency in English (spoken and written).
- Knowledge of local languages is required.
- Strong analytical, drafting, and time-management skills, with the ability to meet tight deadlines.

#### **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 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