



Crna Gora
Ministarstvo turizma, ekologije,
održivog razvoja i razvoja sjevera

Adresa: IV proleterske brigade 19
81 000 Podgorica
Crna Gora

TERMS OF REFERENCE

- A. Job title:** Local expert for implementation of biodiversity into methodology for development of sectoral strategies
- B. Type of position:** National
- C. Duty Station:** Podgorica, Montenegro
- D. Contract type:** Consultant
- E. Duration of appointment:** 6 months, with possibility of extension
- F. Deadline for application:** 26 February 2024

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.

The 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 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 project will offer assistance to the Government in developing best practice standards for sustainable tourism and nature-based biodiversity-friendly tourism and support the small-scale tourism business development towards the more offerings of biodiversity-sensitive nature-based products.

For the forestry sector the project will offer best-practice standards for mainstreaming biodiversity - friendly forestry practices, will assist the Government with support and services for private forest owners, and help promote biodiversity – positive entrepreneurship in forestry.

For the biodiversity mainstreaming in agriculture, the project will support the Government with the introduction of agro-environmental incentives and piloting of agro-environmental measures.

II Objectives of the assignment:

Under the overall supervision and guidance of the chief technical adviser and project manager and in coordination with the Head of the Office for Sustainable Development and Head of Sector for Strategic Planning within the General Secretariat of the Government of Montenegro, The Biodiversity Integration Specialist, a national consultant responsible for strategic planning in biodiversity, will be tasked with the critical responsibility of crafting comprehensive guidelines. These guidelines will serve as a framework for seamlessly integrating sustainable development principles into sectoral policies and strategies, with a



specific emphasis on addressing the pivotal issues of biodiversity.

National consultant will pilot the Guidelines and also support the capacity building process as well as the process of revision of the Methodology for policy development, drafting and monitoring of strategic planning documents.

III Job content

National consultant for strategic planning in the area of biodiversity will be having following specific responsibilities during the period (planned start of engagement 18 March 2024 until 18 September 2024, with the possibility of extension) of project implementation:

- Develop a legal act that aims to arrange the national system of strategic planning and management of sustainable development. This act would define the system of strategic planning acts, institutional framework, method of drafting and implementing acts, method of monitoring and reporting, etc.
- Develop the Guidelines for support the implementation of the sustainable development into the Methodology for policy development, drafting and monitoring of strategic planning documents (with special focus on biodiversity and climate change);
- Pilot the Guidelines on the sectoral documents (in line with the Annual Workplan of the Government);
- Support the capacity building training on the application of the Guidelines and revised Methodology for the representatives of the Sector for Strategic Planning within the General Secretariat and relevant representatives of the line ministries (the online version will be provided so that the training is available for all new employees).

IV Competencies:

- Demonstrates integrity and ethics;
- Ability to lead strategic planning, results-based management and reporting;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Builds strong relationships with clients, focuses on impact and result for the client 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 both, in English and local language;
- 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.
- Ability to perform a variety of standard tasks related to Results Management, including collecting of documentation, data entering, preparation of revisions, filling, provision of information;
- Ability to provide input to business processes re-engineering, implementation of new systems;
- Responds positively to feedback;



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- Ability to work independently and in a team.

IV. Qualifications and expertise:

- University degree, preferably in the field of environmental sciences and/or social sciences; an advanced degree would be an asset;
- Demonstrated experience in developing strategic documents and methodologies for policy implementation;
- Demonstrated experience in stakeholder engagement;
- Demonstrated experience in development of capacity building programmes;
- Demonstrated experience in environment protection, nature conservation and/or natural resources management would be considered a strong asset;
- Previous experience with Government and/or UN projects will be a definite asset, especially in the area of biodiversity/environmental protection;
- Excellent language skills in English (writing, speaking and reading) and in local language.

Tamara Brajovic,
Project Director
Date 09.02.2024