



## TERMS OF REFERENCE

- A. Job title:** Biodiversity Protection Specialist for development of the Management Plan for Nature Park Dragisnica and Komarnica
- 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 1st July 2025 – 1st December 2025, with the possibility of extension
- F. Deadline for application:** 20th June 2025, 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 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 Dragisnica and Komarnica. The management plan will serve as a strategic tool that sets out a clear and structured framework for conserving biodiversity and habitats, maintaining ecosystem services, and ensuring the sustainable use of natural resources in this Park. It will identify and prioritize conservation



targets, define specific objectives and measurable outcomes, and mechanisms for monitoring and evaluation, enabling adaptive management in response to environmental changes and emerging threats. Furthermore, the plan will help harmonize environmental protection with the needs of local development by promoting eco-friendly practices and community participation.

### III Job content

Under the overall supervision of the Project Manager, Chief Technical Advisor, and Protected Area Specialist (as the chief planner), the Biodiversity Specialist will provide expert input for the development of the Management Plan for Nature Park Dragisnica and Komarnica. The Biodiversity Specialist will be responsible for reviewing and analyzing available data on biodiversity, including species, habitats, ecosystems, and key ecological processes. Based on the findings, the specialist will formulate narrative part of the management plan, as well as conservation outcomes, management objectives and measures aimed at protecting and enhancing the ecological integrity of the park. The Biodiversity Specialist will ensure that biodiversity considerations are fully integrated into the management plan and will provide technical support during stakeholder consultations, as well as contribute to the revision of the plan based on feedback and expert review.

- During the period 1 July – 1 December 2025, the Biodiversity Specialist will have the following specific responsibilities:
  - Conduct a desk review and synthesis of existing data, studies, and technical documentation related to biodiversity within the Nature Park Dragisnica and Komarnica;
  - Identify key species, habitats, and ecosystems of conservation concern and evaluate their current status, threats, and management needs;
  - Propose specific conservation outcomes, strategic objectives, and priority actions related to biodiversity protection and restoration, in alignment with national and international requirements and standards;
  - Provide technical input during stakeholder consultations, particularly on biodiversity-related topics, and incorporate relevant feedback into the plan;
  - Assist in the drafting and finalization of biodiversity-related sections of the Management Plan, ensuring scientific accuracy and policy relevance;
  - Coordinate with other technical experts to ensure that biodiversity aspects are effectively integrated into broader management objectives and measures;
  - Report regularly to the Project Manager, Chief Technical Advisor and Protected Area Specialist on progress and findings, both in oral and written form.

### IV Deliverables:

- Drafting of the narrative section of the Management Plan related to biodiversity, including identification of key species, habitats, and ecosystems of concern, along with their status, threats, and management needs;
- Proposal of conservation outcomes, biodiversity-related management objectives, and priority measures, aligned with national legislation and international standards and stakeholder derived inputs;



- Provision of technical input and participation in stakeholder consultation processes, with a summary report of biodiversity-related feedback received and recommendations for transparent incorporation into the management plan;
- Revision of the biodiversity 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 relevant field such as biological sciences, environmental sciences/management, natural resources management or related. Higher level degrees and specialist certificates will be considered a strong asset;
- At least seven years of relevant professional experience in biodiversity conservation, and/or protected area management;
- Demonstrated ability to analyze and synthesize ecological and scientific data into practical conservation objectives and management measures;
- Proven experience in the preparation of biodiversity assessments and contributions to strategic or management planning documents for protected areas or conservation initiatives will be considered strong asset;
- Previous experience in stakeholder engagement and participatory planning in the context of nature protection/natural resources management will be considered a strong asset.



## VII Application procedure:

Candidates must submit their applications, via email to the following email address [irena.krivokapic@mepg.gov.me](mailto:irena.krivokapic@mepg.gov.me) i [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 June 2025, 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: 29th May 2025