



## TERMS OF REFERENCE

- A. Job title:** Specialist for Sustainable Rural Livelihoods for 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:** 25 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, with a specific focus on sustainable development, rural livelihoods, and the well-being of local communities, ensuring that the plan provides a coherent and practical framework for balancing nature protection with socio-economic development within and around the protected area.

The assignment will ensure that the Management Plan clearly defines priorities related to sustainable use of natural resources, local economic development, and community engagement, establishes clear objectives and expected outcomes for strengthening resilient rural livelihoods, and sets out an actionable framework for promoting environmentally responsible economic activities. The sustainable development component of the Management Plan should provide an analysis of local socio-economic conditions, development pressures, and opportunities as a basis for guiding community-based initiatives, sustainable tourism, traditional land use practices, and long-term social and economic resilience, while supporting adaptive management in response to environmental and socio-economic change.

## **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 area<sup>1</sup>, the Sustainable Rural Livelihoods Specialist will provide expert input for the development of the Management Plan for Nature Park Komovi, in coordination with park management authorities from Podgorica and Andrijevica.

The Specialist will be responsible for reviewing and analyzing available data on socio-economic conditions, local livelihoods, land-use practices, and resource use patterns within and around the protected area. Based on the findings, the Specialist will contribute to drafting the socio-economic and sustainable development components of the Management Plan and will propose development-oriented objectives, outcomes, and measures aimed at strengthening sustainable rural livelihoods, supporting local economic resilience, and ensuring that protected area management contributes positively to surrounding communities. The Specialist will utilise guidelines from the Toolbox for Management Effectiveness of Protected Areas developed by the GEF7 project.

The Specialist will ensure that sustainable development and community considerations are fully integrated into the Management Plan and will provide technical support during stakeholder consultations, as well as contribute to revisions of the plan based on feedback and expert review.

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<sup>1</sup> Agency for Management of Protected Areas of Podgorica and Public Enterprise for Nature Park Komovi



### **Specific Responsibilities**

During the period 1 April 2026 – 31 December 2026, the Sustainable Development and Rural Livelihoods Specialist will:

- Conduct a desk review and synthesis of existing socio-economic data, development plans, studies, and policy documents relevant to rural livelihoods and resource use in and around Nature Park Komovi;
- Collect and systematize information from multiple sources, including consultations with local communities, institutions, and stakeholders, and field observations where feasible;
- Analyze livelihood systems, economic activities, land-use patterns, and development pressures, identifying opportunities and constraints for sustainable local development compatible with protected area objectives;
- Define strategic objectives, expected outcomes, and indicators related to sustainable rural development, community well-being, and responsible resource use within the park;
- Propose priorities and measures to support sustainable livelihoods, nature-compatible economic activities, community participation, and equitable benefit-sharing from the protected area;
- Provide technical support during stakeholder consultations, particularly on issues related to rural livelihoods, community needs, and development opportunities, and ensure relevant inputs are reflected in the plan;
- Contribute to drafting and finalizing sections of the Management Plan and Action Plan related to socio-economic development, sustainable resource use, and community engagement, ensuring policy coherence and practical applicability;
- Coordinate with other technical experts in the planning team to ensure that development considerations are effectively integrated with biodiversity, forestry, spatial planning, and tourism measures;
- Report regularly to the Project Manager, Chief Technical Advisor, and Protected Area Specialist on progress, findings, and emerging issues.

### **IV Deliverables:**

- Draft of the narrative section of the Management Plan related to sustainable development, rural livelihoods, and community engagement, including analysis of socio-economic conditions, livelihood systems, development pressures, and opportunities compatible with protected area objectives;
- Proposal of development outcomes, management objectives, and priority measures aimed at strengthening sustainable rural livelihoods, promoting nature-compatible economic activities, and enhancing community participation, aligned with national legislation, rural development policies, and stakeholder inputs.



- Proposal of indicators and a monitoring framework to track socio-economic benefits, community engagement, and the effectiveness of sustainable development measures within the park.
- Provision of technical input and participation in stakeholder consultation processes, including preparation of a summary report of community and development-related feedback and recommendations for its transparent incorporation into the Management Plan.
- Revision of the sustainable development and community-related 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 social sciences, development sciences, environmental sciences/management, natural resources management or related. Higher level degrees and specialist certificates will be considered a strong asset.
- At least five years of relevant professional experience in sustainable development, rural livelihoods, community-based natural resource management, or local economic development.
- Demonstrated ability to analyze socio-economic data, livelihood systems, and development trends and translate findings into practical management objectives, policy recommendations, and



implementation measures.

- Proven experience contributing to socio-economic assessments, community development strategies, or management/planning documents.
- Previous experience in stakeholder engagement, participatory planning, or facilitation of community consultations, particularly in rural or natural resource management context.
- Experience related to protected areas or environmentally sensitive landscapes will be considered an asset.

#### **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