



#### TERMS OF REFERENCE

- A. **Job title:** Water Resources Specialist for development of the Management Plan for Nature Park Komovi on the territory of Podgorica and Andrijevisa
- B. **Type of position:** National/International
- C. **Duty Station:** Home based/Podgorica, Montenegro
- D. **Contract type:** Consultant
- E. **Duration of appointment:** 15 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 for managers in Podgorica and Andrijevisa, with a specific focus on water resources,



hydrological processes, and the condition of water bodies within the protected area. The assignment will ensure that the Management Plan provides a scientifically grounded and practical framework for the protection, sustainable management, and monitoring of surface and groundwater resources in the park.

The assignment will contribute to defining priorities related to water protection and risk management, establishing clear objectives and expected outcomes for maintaining water quality, natural hydrological functions, and ecosystem services associated with aquatic systems. The hydrology component of the Management Plan should include an assessment of water bodies, hydrological dynamics, pressures, and risks, including both natural processes and human impacts, as a basis for proposing measures to protect water resources, reduce water-related threats, and support sustainable management actions that park authorities can realistically implement. This will support adaptive management of water resources in response to environmental change and emerging pressures.

### **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 Water Resources Specialist will provide expert input for the development of the Management Plan for Nature Park Komovi, in cooperation with park management structures from Podgorica and Andrijevisa and relevant water management institutions.

The Specialist will be responsible for reviewing and analyzing available data on water resources and hydrological processes within the protected area, including springs, streams, ponds and lakes. Based on the findings, the Specialist will contribute to the preparation of the water-related narrative sections of the Management Plan and propose management objectives, protection priorities, and measures aimed at maintaining water quality, safeguarding natural hydrological functions, and reducing risks arising from water-related processes and pressures. The Specialist will also coordinate with the Water Administration and other relevant water management authorities.

The Specialist will ensure that water resource considerations are fully integrated into the Management Plan and will provide technical support during stakeholder consultations, contributing to revisions of the plan based on feedback and expert review.

#### **Specific Responsibilities**

During the period 1 April 2026 – 31 December 2026, the Hydrology and Water Resources Specialist will:

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



- Conduct a desk review and synthesis of existing data, studies, hydrological assessments, monitoring reports, and technical documentation related to water resources within Nature Park Komovi;
- Collect and systematize information on water bodies and hydrological processes from multiple sources, including literature, institutional data, field observations where feasible, and consultations with relevant authorities and stakeholders;
- Analyze the condition, functions, and dynamics of water bodies and hydrological systems, including pressures from natural processes, land use, pollution risks, and climate-related factors;
- Identify key water-related risks affecting the park (e.g., erosion, flooding, sediment transport, water quality degradation) and assess their implications for conservation and management;
- Define objectives for water protection and sustainable water management, along with measurable indicators to support monitoring of water quality, hydrological integrity, and management effectiveness;
- Propose strategic priorities and measures to protect water bodies, maintain hydrological functions, and reduce risks from water-related hazards, in line with national water legislation, protected area regulations, and relevant international standards;
- Provide technical support to the participatory planning process, including communication with stakeholders and incorporation of water-related feedback into the plan;
- Prepare and contribute to drafting sections of the Management Plan and Action Plan related to water resources and hydrological management, ensuring technical accuracy and policy coherence;
- Coordinate with the Protected Area Specialist as chief planner and other technical experts to ensure water considerations are effectively integrated into biodiversity protection, forestry management, spatial planning, and risk reduction measures;
- Maintain regular communication with the planning team, provide requested inputs, and report to the Project Manager, Chief Technical Advisor, and Protected Area Specialist on progress, findings, and emerging issues.

#### **IV Deliverables:**

- Drafting of the narrative section of the Management Plan related to water resources, hydrological systems, including identification and characterization of key water bodies, their condition, functions, pressures, and management needs within the park.
- Proposal of water-related management objectives, protection outcomes, and priority measures aimed at safeguarding water quality, maintaining natural hydrological processes, and reducing water-related risks, aligned with national water legislation, protected area regulations, international standards, and stakeholder inputs.



- Proposal of water monitoring indicators and a framework for tracking hydrological condition, water quality, and effectiveness of management measures, supporting adaptive management of water resources.
- Provision of technical input and participation in stakeholder consultation processes, including preparation of a summary note on water-related feedback and recommendations for its transparent incorporation into the Management Plan.
- Revision of the water-related sections of the Management Plan and Action 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 geography, hydrology, water resources management, civil engineering, environmental sciences, or a related field. Higher level degrees or specialized training in water management, hydrogeology will be considered a strong asset.
- At least five years of relevant professional experience in hydrology, water resources assessment, aquatic ecosystem management, or water-related environmental planning.



- Demonstrated ability to analyze hydrological, environmental, and spatial data and translate findings into practical management objectives, protection measures, and monitoring approaches.
- Proven experience in preparing water resource assessments, hydrological studies, or contributing to strategic, environmental, or management planning documents involving water systems will be considered a strong asset.
- Previous experience in stakeholder engagement, institutional coordination, or participatory planning processes related to water management, environmental protection, or natural resources governance 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) 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 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.

Terms of reference approved by:

Name and title: Zoran Dabetić, National Project Director

Signature:

Date: 4 March 2026