



TERMS OF REFERENCE

- A. Job title:** Specialist for Sustainable Development and Rural Livelihoods for 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 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 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 Specialist for Sustainable and Rural Development will provide expert input for the preparation of the Management Plan for Nature Park Dragisnica and Komarnica. The Specialist will be responsible for assessing existing land uses, socio-economic activities, and development dynamics within and around the park area, including tourism, agriculture, forestry, and other rural livelihoods. Special attention will be given to the identification of key stakeholder groups, their interests and roles, and potential conflicts or synergies between economic development and nature conservation. Based on these findings, the specialist will formulate the narrative section of the management plan related to socio-economic context, as well as propose development objectives and measures that support sustainable use of resources and are harmonized with biodiversity conservation goals. The Specialist will ensure that sustainable development considerations are fully integrated into the management plan and will provide input during stakeholder engagement process, 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 Specialist for Sustainable and Rural Development will have the following specific responsibilities:

- Conduct a desk review and synthesis of existing documentation related to land use, socio-economic activities, and development plans in the area of Nature Park Dragisnica and Komarnica;
- Analyze key sectors such as tourism, agriculture, forestry, energy and other economic activities in terms of their impacts, sustainability potential, and compatibility with conservation objectives;
- Identify and assess the roles, interests, and needs of local stakeholders involved in land use and rural development;
- Propose sustainable development outcomes, strategic objectives, and priority actions that contribute to balancing conservation goals with the socio-economic well-being of local communities;
- Provide technical inputs during stakeholder engagement process, particularly on sustainable development-related topics, and integrate relevant feedback into the management plan;
- Draft and finalize sections of the Management Plan related to socio-economic context, land use, and rural development measures, ensuring consistency with the overall planning framework;
- Coordinate with other technical experts to ensure coherence between conservation and development priorities in the plan;
- Report regularly to the Project Manager, Chief Technical Advisor, and Protected Area Specialist on progress and findings, in both oral and written form.



IV Deliverables:

- Drafting of the narrative section of the Management Plan related to land use, socio-economic context, and rural development, including analysis of key sectors such as tourism, agriculture, and forestry, and their interactions with biodiversity conservation;
- Proposal of sustainable development outcomes, socio-economic objectives, and priority measures that support balanced and environmentally responsible development, aligned with national policies and international best practices, and integrating stakeholder-derived inputs;
- Provision of technical input and participation in stakeholder consultation processes, with a summary report of feedback related to land use and development, and recommendations for integration into the management plan;
- Revision of the socio-economic and development-related sections of the Management Plan, incorporating expert and stakeholder feedback, and ensuring alignment with conservation priorities;
- Regular progress updates to the Project Manager, Chief Technical Advisor, and Protected Area Specialist on findings, challenges, and contributions to the planning process.

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 agriculture, forestry, tourism, economics, rural development, sustainable development or related. Higher level degrees and specialist certificates will be considered a strong asset
- At least five years of relevant professional experience in sustainable rural development, land use planning, or natural resource management, preferably in or around protected areas



- Demonstrated ability to assess socio-economic activities and land use practices, and to develop practical development objectives and measures that align with conservation goals
- Proven experience in contributing to strategic or management planning documents, particularly those related to sustainable development or rural livelihoods
- Demonstrated previous experience in stakeholder engagement and participatory planning processes in the context of rural development, land use, or environmental management

VII Application procedure:

Candidates must submit their applications, via email to the following email address irena.krivokapic@mepg.gov.me i 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