



TERMS OF REFERENCE

- A. **Job title: Expert for agro-environmental incentive policy and practice**
- B. **Type of position:** Local consultant
- C. **Duty Station:** Home based and Podgorica, Montenegro
- D. **Contract type:** Individual Contract (IC)
- E. **Duration of appointment:** 15 August 2023– 15 December 2023 (80 consultancy days)
- F. **Deadline for application:** 4 August 2023

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.

The task under this Terms of Reference falls within the *Component 2 Outcome 5: Biodiversity conservation considerations mainstreamed into agricultural policies and practices around KBAs*. The outputs of the task are expected to assist the relevant government authorities at both the national and the municipal levels to develop and implement special measures to regulate the use of valuable ecosystems and habitats that are used as agricultural land but are currently outside the protected area system. The engaged expert will play a pivotal role in providing a biodiversity-sensitive dimension to the agro-environmental incentive policy and practice.

II Objectives of the assignment:

The overall objective of the assignment is to provide a detailed analysis of the existing agricultural policy and subsidies in terms of content, process, and institutional arrangements, as well as agricultural practices in relation to biodiversity conservation.

Based on this, the expert will then develop concrete recommendations on how the existing agricultural policy and practice should be amended to ensure the switch to more sustainable and biodiversity-friendly agricultural production. The recommendations should be on the following:

- a set of agricultural practices that reduce threats to biodiversity and ensure sustainable land management and which will form the basis for the list of farming activities/ technologies/ equipment eligible for the “green” payments scheme.
- design of the biodiversity-friendly financing mechanism (“green” payment scheme), with the means of its implementation, including the structure of the institutional framework for its functioning and a plan for administering the finance scheme in adherence with the national regulations and UNDP rules and requirements
- eligibility and selection criteria for the future participants
- mechanisms for reporting, monitoring and evaluation of the new incentive schemes that assess their impact and effectiveness
- necessary capacity building programs (for all relevant stakeholders)
- dissemination activities to promote the new policies, practices and incentive schemes.

In analysing the current state of affairs and developing recommendations for the biodiversity-friendly agro-environmental measures, the expert will draw on the international policies and best practices, primarily in relation to the EU CAP greening principles.

The expert is expected to consult with all the relevant stakeholders within the agricultural sector – policy makers from the Ministry of Agriculture, Forestry and Water Management and



associated administrations, farmers and their associations, extension and municipal advisory services and others deemed relevant. The expert is also expected to obtain inputs through consultations with the relevant representatives of the nature protection sector.

III Job content

- Conduct an in-depth analysis of the relevant documents and databases to identify and extract data on the current agricultural policies, practices, financing mechanisms, nature protection policies and institutional and legal frameworks for their implementation on the national level;
- Conduct an in-depth analysis of the relevant international policies (especially EU) and best practices for greening the agricultural production and biodiversity-friendly practices;
- Analysis of the relevant documents and databases in order to identify the spatial distribution of productive landscapes in and around the protected areas and KBAs;
- Engage with key stakeholders, including farmers, industry associations, government officials, agricultural experts, to gather insights and understand their perspectives;
- On the basis of desk top research and consultations, prepare the report on the current agricultural policies and practices with the assessment of their impact on biodiversity, especially in relation to the protected areas and KBAs;
- On the basis of the analysis, propose innovative and targeted agricultural policies, practices and financing mechanisms that take biodiversity conservation into consideration, including the design of the mechanisms, institutional framework for their implementation, eligibility, selection and check-up criteria for the future users, reporting, monitoring and evaluation of the newly proposed schemes that assess their impact and effectiveness, assessment of potential social, economic and environmental impacts of the proposed policies, practices and financing mechanisms;
- Propose the required capacity building programs and dissemination activities for the new policies, practiced and incentive schemes;
- Formulating briefs and inputs for the Project Implementation Unit.

IV. Expected deliverables:

- A comprehensive review report on the current agricultural policies and practices and their scope, coverage, and effectiveness in relation to biodiversity conservation, with the special reference to protected areas and KBAs, identifying opportunities for improvement
- Recommendations on the agricultural policies and practices that reduce the impact on biodiversity, and are in line with the national and international policies and best practices, and the proposed institutional framework for their implementation



- Proposal of the new financing mechanism ("green" payments/subsidies) with information on: the institutional and legal framework for its operationalisation, type and size of the financial support and the available financing from the existing subsidy programs; the reporting, monitoring and evaluation requirements and entry points for its mainstreaming
- Information package for the future users containing clear and transparent eligibility, selection and check-up criteria for applying to the new financing mechanism and monitoring and evaluation of the proposed projects
- An impact assessment report outlining the potential social, economic, and environmental implications of the proposed financing mechanism
- Reports on stakeholder consultations (at least two)
- A final summary report consolidating all findings, recommendations, and an implementation plan for the revised subsidy program

The Consultant is expected to report to the Project Manager and Chief Technical Specialist on a weekly basis through phone calls, e-mails, and in person and online meetings.

The Consultant will submit all the agreed contract deliverables in electronic form, in the appropriate file formats.

V Timeframe:

The assignment should be implemented in 80 working days within the period of 15 August 2023 – 15 December 2023.

VI Competencies:

- Demonstrates integrity and ethics;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Ability to perform results-based management and reporting;
- Builds strong relationships with stakeholders, focuses on impact and result for them
- Responds positively to feedback;
- Consistently approaches work with energy and a positive, constructive attitude;
- Excellent communication skills and capacity to compose clear and readable narrative reports both in English and local language;
- Demonstrates ability to manage complexities and work under pressure
- Conflict resolution skills;



- Excellent organizational and time management skills;
- Shares knowledge and experience;
- 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 work independently and in a team.

VII Qualifications and expertise:

- At least PhD degree in the fields of agricultural and food sciences, environmental/life sciences, natural resource/environmental management or related
- A minimum of 10 years of professional experience in projects associated with agriculture and food, rural development and/or natural resources management
- Familiarity with agricultural policies, sustainable agriculture practices, and international agricultural frameworks
- Proven experience in conducting comprehensive reviews, impact assessments, and formulating evidence-based recommendations.
- Strong analytical skills and proficiency in quantitative and qualitative research methods
- Experience working with diverse stakeholders and facilitating stakeholder consultations
- Experience in working with protected areas and relevant processes related to nature protection will be considered a strong asset
- Experience in working with Government entities is preferred.
- Demonstrated knowledge of English language(writing, speaking and reading)

VIII Application procedure:

Candidates must submit their applications, via email to the following email address irenakrivokapic@gmail.com and irena.krivokapic@mepg.gov.me 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).



Montenegro
Ministry of Ecology,
Spatial Planning and Urbanism

Address: IV proleterske brigade 19
81 000 Podgorica
Montenegro

Applications must be delivered/drafted in English. Incomplete applications will not be taken into consideration. Applications must be sent by email no later than 4 August 2023, 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: Tamara Brajović, National Project Director

Signature: 

Date: 21 July 2023