



TERMS OF REFERENCE

- A. **Job title:** Consultant for Strengthening Disaster Resilience and Sustainability in Nature Parks of Montenegro
- B. **Type of position:** National/International
- C. **Duty Station:** Home based/Podgorica, Montenegro
- D. **Contract type:** Consultant
- E. **Duration of appointment:** 40 working days (a day will be calculated as 8 hours and could be prorated to the hours worked) in the period 5 May 2025 – 15 December 2026
- F. **Deadline for application:** 18 April 2025, 15:00h

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 expert's engagement under this ToR falls within Component 2, Output 4.2 of the Project: *Strengthened Resilience of High-Conservation Value Forests to Fire Threats*. Through this output, the Project aims to address fire-related threats by supporting capacity building, conducting best practice studies, and implementing pilot initiatives. These efforts will contribute to improved fire risk management, enhanced ecosystem resilience, and alignment of national practices with EU standards.

II Objectives of the assignment:

Under the overall supervision and guidance of the Project Manager and Chief Technical Specialist, the engaged Consultant will be responsible for conducting a comprehensive assessment of the human and technical capacities of designated terrestrial nature parks (Komovi, Piva, Orjen, Dragišnica i Komarnica, Ulcinjska Solana and Rijeka Zeta), with a focus on fire management, disaster risk reduction, and



sustainability. The objective is to raise capacities and provide actionable recommendations that will strengthen disaster resilience and promote sustainable park management.

III Job content

Under this Terms of Reference (ToR), the expert will be engaged to conduct a comprehensive assessment of the human and technical capacities of designated terrestrial nature parks in Montenegro (Komovi, Piva, Orjen, Dragišnica i Komarnica, Ulcinjska Solana, Rijeka Zeta) with a specific focus on fire management. The engagement will include evaluation of existing fire prevention and response capacities, capacity building and training for personnel in firefighting, and analysis of current fire management arrangements and protocols.

The engaged consultant will have the following specific responsibilities during the period 5 May 2025 – 15 December 2026:

- Conduct a detailed assessment of fire management capacities in the six designated terrestrial nature parks, including an inventory of available equipment, infrastructure, and human resources;
- Identify capacity-building gaps and recommend targeted training programs to strengthen firefighting and fire prevention capabilities;
- Review existing fire management plans, arrangements, and protocols, and propose actionable improvements to enhance operational effectiveness;
- Support the development or refinement of disaster preparedness and response plans, with an emphasis on improving the resilience and sustainability of protected area management;
- Design and deliver specialized training sessions for nature park personnel, focusing on disaster risk reduction (DRR) and fire response strategies;
- Provide advisory support on integrating Company Plans for Fire Protection and Rescue and sustainable financing mechanisms into park management practices to ensure both environmental protection and long-term economic viability.

IV Deliverables:

- Report on fire management capacities in the six terrestrial nature parks, including inventory of resources, personnel, and equipment;
- Training needs assessment report identifying capacity gaps and recommendations for targeted training;
- Report on the assessment of the existing fire management protocols with proposed improvements;
- Draft disaster preparedness and fire management plans for each of the six nature parks;
- Designed and delivered six training sessions on fire management (for each nature park);
- Training materials and documentation of delivered training sessions, including agenda, participant list, photos, and evaluation summaries;



- Report providing strategic recommendations for integrating entrepreneurial initiatives and ensuring long-term financial sustainability;
- Final consolidated report summarizing all activities, results, stakeholder feedback, and recommendations for future action.

V Competencies:

- Demonstrates integrity and ethics and a commitment to transparency and accountability
- 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 report-writing and presentation skills, with the ability to communicate complex findings clearly and effectively to diverse audiences
- Excellent inter-personal skills, with the ability to engage effectively with diverse stakeholders and facilitate knowledge exchange

VI Qualifications and expertise:

- A university degree in a relevant field such as forestry, environmental sciences, natural resources management, law, security or other related to disaster risk reduction, protection and rescue. Higher level degrees will be considered an asset;
- At least five years of relevant work experience related to fire management, disaster risk reduction, protection and rescue and/or emergency preparedness. Strong familiarity with the development and implementation of fire management plans and protocols. Experience in the context of environmental protection will be considered a strong asset;
- Proven experience in conducting capacity assessments, including technical and human resource evaluations;
- Proven experience in designing and delivering targeted training programs;
- Demonstrated understanding of nature protection and environmental policies and protection areas 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 i irenakrivokapic@gmail.com clearly specifying the job for which the candidate is applying for.



Ministry of Ecology, Sustainable
Development and Northern
Region Development

Adresa: Cetinjski put bb
81000 Podgorica, Crna Gora

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 18 April 2025, 15h 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: *Zoran Dabetić*

Date: 3 April 2025