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## Terms of Reference

### Senior Expert on Development of Irrigation and Drainage at the Recovery and Reform Support Team (Category 1)

#### 1. Objective(s) and linkages to Reforms

Recovery and Reform Support Team Agriculture (RST) at the Ministry of Economy, Environment and Agriculture of Ukraine is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis through the Ukraine Recovery and Reform Architecture (URA)<sup>1</sup> programme that provides targeted technical support and assists the Ministry in the design and implementation of priority reforms. The RST will assist in filling capacity gaps in the design and implementation of priority reform strategies and programmes, while strengthening links and partnerships between the Ministry's priorities and relevant donor support.

Climate change is posing significant threats to the sustainability of crop production, especially in southern and central Ukraine. In such context irrigation plays a crucial role in ensuring sustainable crop production. Currently, the irrigation systems utilization in Ukraine is extremely low. Stagnation of the irrigation potential in Ukraine, in part, is due to underinvestment and consequent deterioration of the engineering infrastructure of irrigation systems. Therefore, enabling investment in the reconstruction of irrigation infrastructure to improve its efficiency and reliability is a priority for the Government of Ukraine in the context of its strategy to boost effective and ecologically balanced use of land resources for sustainable food production and the development of the agricultural sector of the economy. Also, the partnership between the state and the private sector is key for the development of irrigation as well, as it encourages the participation of private investors, farmers and Water User Organizations (WUOs), in building new or renovating existing irrigation systems and improving their management.

Currently significant legal and regulatory bottlenecks hinder mobilization of investment in the modernization of irrigation infrastructure and their efficient management. The Senior Expert on Development of Irrigation and Drainage will support the Ministry of Economy, Environment and Agriculture of Ukraine in overcoming such bottlenecks and will therefore contribute to the achievement of the Strategic Objective 5 "Climate-smart agriculture: climate change mitigation and adaptation" of the Ministry's Strategy for the development of agriculture and rural areas in Ukraine for the period up to 2030, of the goals set in the Strategy for Irrigation and Drainage in Ukraine for the period up to 2030 and the Long-Term Development Plan for Ukraine's Irrigation until 2050.

#### 2. Position and reporting line

Senior Expert on Development of Irrigation and Drainage, Category 1 will be a full-time consultant at the RST the Ministry of Economy, Environment and Agriculture of Ukraine. The Consultant is

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<sup>1</sup> Ukraine Recovery and Reform Architecture (URA) is a comprehensive technical assistance programme deployed by the European Bank for Reconstruction and Development (EBRD), in partnership with the European Union, to support critical recovery and reform processes in Ukraine. URA is financed from the Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA) managed by the EBRD.

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expected to be based in Kyiv (subject to the security rules for the Ministry's staff) and will report to the RST Team Lead.

### 3. Duration and proposed timeframe

The initial consultancy assignment is expected to start in October 2025. Duration of the assignment is subject to the availability of project funding, the consultant's performance, and the specific requirements of the RST. The probation period is two months.

### 4. Main Duties, Responsibilities, and Deliverables

The Senior Expert on Development of Irrigation and Drainage is expected to support the Ministry and its subordinated bodies with the following:

- Providing technical advice on the actualization of an action plan for the implementation of the long-term development plan for Ukraine's irrigation complex until 2030;
- Providing the evidence analysis for effectiveness of irrigation and drainage development projects, determine the required volume of financial resources (incl. potential investments, loans, etc.), developing the recommendations for improvement of taxation policy, non-profit status, water supply tariff calculation, etc.
- Conducting technical review of proposed amendment to existing legislation and regulations concerning hydrotechnical land reclamation, management of reclamation systems, and the activities of WUOs.
- Initiating and supporting awareness raising and capacity building of relevant authorities at local, regional and national levels, as well as directly among agricultural producers in the field of irrigation systems management, including climate change considerations.
- Developing proposals for articles, explanatory materials, and infographics to communicate information about the implementation of the hydrotechnical land reclamation reform, the establishment and activities of WUOs, and advocating for legislation adoption aimed at improving the management of state-owned reclamation infrastructure.

The Senior Expert on Development of Irrigation and Drainage will be expected to provide the following **deliverables**:

- Analysis of needs and determination of the required volume of investments for the prioritized list of irrigation and drainage systems conducted, and proposals for launching pilot projects prepared.
- Recommendations for the implementation of advanced and innovative irrigation technologies, water-saving agricultural practices, drought-resistant crop cultivation, and moisture-retaining agronomic techniques developed.
- Proposals and recommendations have been developed regarding the regulatory framework for the activities of the Hydrotechnical Land Reclamation Development Fund, statutory documents, etc., with a view to improving the legal framework for attracting additional funding.
- Ensuring coordination in the development of technical and economic justifications, interaction between investment platforms and technical assistance projects in order to

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increase the level of involvement of individual land reclamation systems in available additional financial resources.

- Proposals to update the action plan for implementing the Irrigation and Drainage Strategy in Ukraine for the period up to 2030 prepared.
- Trainings to enhance the competencies of local self-government bodies, local state administrations, and agricultural producers in the management of the irrigation complex and the implementation of sustainable agricultural technologies held.

## 5. Qualifications, Skills, and Experience

### 5.1 *Qualifications and skills:*

- Master's degree in Hydrology, Hydrotechnical melioration, Public administration, Economics, Agriculture, or a related field.
- Strong organizational and project management skills.
- Ability to analyze and structure large amounts of data and prepare clear visual and written reports.
- Strong communication and interpersonal skills, with the ability to work effectively with senior officials and diverse stakeholders.
- Fluency in Ukrainian and English.
- Proficiency in MS Office, particularly Excel and PowerPoint.

### 5.2 *Professional experience:*

- Minimum 7 years of general professional experience.
- Minimum 5 years of experience with development and/or coordination of hydrotechnical amelioration projects.
- Experience in working with government institutions, international organizations, or reform support projects is an advantage.

## 6. Funding Source

The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Austria, Denmark, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Poland, Slovenia, Sweden, Switzerland, the United Kingdom, the United States, and the European Union.

Please note that selection and contracting will be subject to funding availability.

## 7. Submissions

Submissions must be prepared in English only and be delivered electronically by **26 October**, 23:59 (Kyiv time) to [rstrecruiting2017@gmail.com](mailto:rstrecruiting2017@gmail.com). All submissions must include a completed [Application form](#), [NDA Form](#), the candidate's Curriculum Vitae, contact details of three referees who, if contacted, can attest to the professional and/or educational background of the candidate.

Only applications which have been submitted using the correct template and are fully completed, will be considered.

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**Important notice:** only Ukrainian nationals are eligible to apply; civil servants are not eligible to apply unless 6 months have elapsed since they left such employment

### **8. Selection Procedure**

Following the evaluation of all applications received, selected candidates may be invited to a written test. Only shortlisted candidates will be invited to the interview.