

Terms of Reference**Lawyer, Subsoil Reform****(Category 2)****1. Objective(s) and Linkages to Reforms**

The Recovery and Reform Support Team (RST) at the Ministry of Economy, Environment and Agriculture of Ukraine (MinEconomy), Environment Sub-Team (hereinafter - RST) provides targeted technical support and assists the MinEconomy in the design and implementation of recovery and reform priorities. The team fills the capacity gaps in the design and implementation of priority reform strategies and programmes, while strengthening links and partnerships between the MinEconomy and relevant donor support. RST experts assist the MinEconomy in ensuring coordination and complementarity between RST and other relevant technical assistance projects.

The Subsoil Reform, as outlined in Ukraine's Government Priority Action Plan for 2025 and the Cabinet of Ministers' Activity Programme for 2025-2026, aligns with MinEconomy's objectives to strengthen the subsoil use sector in line with EU acquis Chapter 27 and international standards, focusing on critical minerals, geology, and sustainable development.

The Lawyer (Subsoil Reform) position in the RST Environment Sub-Team will support the conceptualisation and implementation of reform by monitoring policies of key international partners and analysing global critical mineral supply chains and legal and regulatory developments. The role will also contribute to the development of industrial clusters and production-sharing agreements, as well as facilitate legislative alignment with EU standards through the preparation of legal opinions, strategy drafting, and stakeholder engagement. Through these activities, the position will help address existing capacity gaps, strengthen transparency, and support investment attraction. It will also contribute to Ukraine's integration into global resource value chains by 2027.

The MinEconomy has identified subsoil reform as a key priority and is committed to building a transparent, well-regulated system aligned with international standards.

2. Position and Reporting Line

The Lawyer (Subsoil Reform) will support the implementation of the Ministry's priority reform in the subsoil use sector. The role will contribute to advancing reform progress in Ukraine in line with EU legislation, including the provisions of Chapter 27, as well as relevant international best practices. The Lawyer will work closely with the Deputy Minister responsible for subsoil use, geology and critical minerals in the MinEconomy.

The Lawyer will be subordinated and report to the RST Senior Project Manager on Subsoil Reform.

3. Duration and Proposed Timeframe

The initial consultancy assignment is expected to start in **October 2026** and has an estimated duration until June 2027. The assignment may be extended subject to the availability of funding, consultant's performance, and the specific needs of the RST.

4. Main Duties, Responsibilities and Deliverables

The Lawyer, Subsoil Reform is responsible for supporting the Reform through:

- Monitoring policy-making of key strategic partners in the subsoil / critical raw materials sector (especially USA, the European Union, Canada, Australia and the United Kingdom), and preparing brief memoranda or legal opinions based on conducted legal analysis;
- Monitoring key events and regulations affecting global supply chains of critical minerals, and preparing corresponding briefs;
- Preparing legal analyses and policy-relevant inputs on the legal and regulatory environment of the mining sector in Ukraine, including in the context of EU integration;
- Providing comprehensive analysis on incentives and development measures, instruments and tools used by key mining and processing actors (incl. China);
- Assisting in the development of policy for the creation of industrial clusters, including those for the mining and processing of critical minerals with due account of provisions of EU acquis under Ch 27;
- Assisting the MinEconomy in legal structuring and review of Production-Sharing Agreements and other investment or public-private deals in natural resources, with due account of provisions of EU acquis under Ch 27;
- Supporting reform and transformation involving subsoil use, geology and critical raw minerals with due account of provisions of EU acquis under Ch 27;
- Supporting normative, legislative and regulatory design and transformation with due account of provisions of EU acquis under Ch 27;
- Analysing, the institutional design and mandate of institutions and stakeholders responsible for policy-making and implementation of reforms in the mining sector;
- Facilitating analysis of specific aspects of Ukraine's mining sector legal and regulatory framework vis-à-vis similar benchmarking countries and/or against best practice;
- Facilitating analysis of current legislation and supporting review and amendment of relevant legal acts;
- Supporting the development and adoption of strategic documents focusing on the legal aspects (e.g., national strategy for critical raw materials, memoranda of understanding, international co-operation agreements, etc.);
- Supporting the MinEconomy, RST, thematic working groups in:
 - data and information research and analysis;
 - drafting of evidence-based proposals on the policy, sectoral laws and necessary bylaws, and supporting the process of their adoption;
 - organizational and logistical activities (supporting / organising events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);
 - preparation of presentations, infographics on legal aspects of the Subsoil Use Reform;
 - preparation of timely and quality reports and status updates on reform implementation progress;
- Ensuring timely and efficient collaboration and coordination with the Government of Ukraine, EBRD and its associated consultants and EU Delegation stakeholders.

The specified scope of work, services and expected deliverables can be modified and supplemented upon request from the Ministry.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Bachelor's Degree in a law with sufficient professional working experience;

- Master's Degree in Law, Environmental Policy/Management, Geology, Environmental Engineering, Ecology is highly desirable;
- Proven knowledge and professional experience in the development of legal opinions and supporting the drafting of legal acts;
- Strong analytical, communication and presentation skills;
- PC literacy (advanced Outlook, PowerPoint, Excel, Word skills);
- Fluency in Ukrainian and English;
- Excellent interpersonal and intercultural skills, time management skills, ability to work under pressure and within short deadlines;
- Impeccable ethical standards;

5.2 Professional experience:

- Minimum 5 years of general professional experience;
- Minimum 3 years of legal practice, relevance to subsoil use sector is an advantage;

5.3 Other experience:

- Experience with reform implementation in Ukraine, especially as related to the subsoil use and critical raw materials sector, is an advantage;
- Experience working with government authorities, knowledge of their mandate and processes is an asset;
- Knowledge of EU acquis under Chapter 27 is an advantage;
- Prior experience of work in donor funded projects or public authorities is an advantage;
- Prior experience of the process and rules for registering technical assistance projects in Ukraine is an advantage.

6. Funding Source

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

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

7. Submissions

Submissions must be prepared in English only and be delivered electronically **by the 24th of September 2026, 23.59 (Kyiv time)**, to rst.mepr@gmail.com. All submissions must include a completed [Application form](#), [NDA Form](#), the candidate's Curriculum Vitae, and contact details for three referees who, if contacted, can attest to the professional and/or educational background of the candidate.

Only applications that have been submitted using the correct template and are duly completed will be considered.

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