

## Terms of Reference

### Senior Project Manager on Industrial Emissions Reduction Reform

#### (Category 1)

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

The Recovery and Reform Support Team 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 by filling 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 shall assist the MinEconomy in ensuring coordination and complementarity between RST and other relevant technical assistance projects.

The Industrial Emissions Reduction Reform is part of the priorities of the CMU's Action Program of June 12, 2020, No. 471, a draft Programme of Activities of the Cabinet of Ministers of Ukraine starting in 2025 which was sent for approval of Verkhovna Rada of Ukraine (draft Resolution of the Verkhovna Rada of Ukraine No.14069 dated 23.09.2025) and updated through subsequent plans, most recently the 2025 Government Priority Action Plan. The latter aims to improve the system of industrial emission prevention and control in Ukraine in accordance with EU legislation and best international practices.

The MinEconomy has made the Industrial Emissions Reduction Reform one of its top priorities and is committed to building a healthy and transparent system that will aim to make Ukraine adherent to the international standards.

#### 2. Position and reporting line

The Senior Project Manager on Industrial Emissions Reduction Reform (Category 1) will provide services to facilitate the successful implementation of the priority Industrial Emissions Reduction Reform by the MinEconomy, aiming at improving the state industrial emission prevention and control system in Ukraine in line with EU legislation and best international practices.

The Senior Project Manager will work in close cooperation with the responsible for the Reform Deputy Minister and Department in the MinEconomy.

A highly qualified professional is needed in order to draft and support the necessary products (documents) related to the Industrial Emissions Reduction Reform.

The Senior Project Manager on Industrial Emissions Reduction Reform will be subordinated to the RST Team Lead.

#### 3. Duration and proposed timeframe

The initial consultancy assignment is expected to start in **January 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 Senior Project Manager shall contribute to the achievement of anticipated deliverables of Industrial Emissions Reduction Reform:

- Supporting the MinEconomy in promoting the Industrial Emissions Reduction Reform among all stakeholders, conducting information campaigns and raising public awareness on the Reform;
- expert support in the creation of legal and administrative prerequisites for the launch of environmental audit reform in Ukraine with a view to implementing Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of November 25, 2009, on the voluntary participation of organizations in a Community eco-management and audit scheme (EMAS);
- expert support in reforming the permitting system in the field of atmospheric air protection for enterprises of the second and third groups, in accordance with the Law of Ukraine “On Atmospheric Air Protection,” which are not covered by the integrated approach to the prevention and control of industrial pollution. This includes the expert support in the development of a roadmap for reforming the permitting system, development and support of a draft new Law of Ukraine “On Air Protection”, draft resolutions of the Cabinet of Ministers of Ukraine on the introduction of a unified permit and declarative principle, and draft technological conditions for industries in which the declarative principle will be implemented;
- expert support on resolving the issue of establishing/reducing sanitary protection zones when issuing permits for emissions of pollutants into the atmosphere. There is a need to analyze the feasibility and necessity of maintaining/abolishing/reforming sanitary protection zones when issuing emission permits, taking into account European experience;
- expert support in the development of regulatory acts and their implementation with a view to implementing Directive (EU) 2015/2193 on the limitation of emissions of certain pollutants into the air from medium combustion plants. There is a need to provide expert support in the development and implementation of subordinated legislation;
- expert support for the analysis and development of a roadmap for the creation of the Industrial Emissions Portal in accordance with EU Regulation 2024/1244 on reporting from industrial installations. Preparation of proposals on amendments to national legislation to bring it into line with the new Regulation;
- expert assistance in developing technical regulations aimed at transposing the technical requirements of Directive 2010/75/EU and its annexes concerning combustion plants, installations and activities using organic solvents, and installations producing titanium dioxide;
- expert assistance in developing a roadmap for the implementation of the provisions of the new Directive 2024/1785/EU of the European Parliament and of the Council of November 24, 2010, on industrial and livestock emissions (revised version) (integrated pollution prevention and control).

### **Main Duties, Responsibilities**

Support to the MinEconomy, RST, Working Groups in:

- data and information search, integration and analysis;
- drafting of evidence-based policy and legal reform proposals;
- drafting proposals and support in adoption of the relevant framework and sectoral laws and necessary bylaws to ensure the implementation of the drafts;
- organizational and logistical activities (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);
- preparation of timely and quality reports and status updates on implementation progress;

- preparation of presentations, infographics on legal issues of Industrial Emissions Reduction Reform.

## **5. Qualifications, Skills and Experience**

### **5.1 Qualifications and skills:**

- Master's degree in Law or another relevant field;
- Experience in high-level negotiations, excellent communication and presentation skills.
- Proven knowledge and professional experience in development (preparation) of legal acts;
- Strong analytical, communication and presentation skills;
- PC literacy (advanced PowerPoint, Excel, Word skills);
- Fluency in Ukrainian and English;
- Excellent communication, interpersonal and intercultural skills, time management skills, ability to work under pressure and within short deadlines;

### **5.2 Professional experience:**

- Minimum 7 years of general professional experience;
- Minimum 5 years of experience in environmental protection and management;

### **5.3 Other experience:**

- Experience with the reform implementation in Ukraine, especially as related to the Industrial Emissions Reduction Reform, is a plus;
- Experience in the work of government bodies and their mandate and processes is an asset;
- Prior experience of work in donor funded projects or in public authorities is a plus.

## **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 the MDA are Austria, Denmark, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union, the largest donor.

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 30th of December 2025, 23.59 (Kyiv time)**, to [rst.mepr@gmail.com](mailto:rst.mepr@gmail.com) . All submissions must include a completed [Application Form](#), [NDA Form](#), the candidate's Curriculum Vitae and Reference Letter from a recent supervisor (original in English, or Ukrainian with English translation) together with the contact details for two further 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.

## **8. Selection Procedure**

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