



Terms of Reference

Senior Expert in Regulatory Framework Reform for Irrigation and Drainage at the Recovery and Reform Support Team

(Category 1)

1. Objective(s) and linkages to Reforms

Recovery and Reform Support Team (RST) at the Ministry of Agrarian Policy and Food of Ukraine¹ (hereinafter - the Ministry) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis through the Ukraine Recovery and Reform Architecture (URA)² 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 in Regulatory Framework Reform for Irrigation and Drainage will support the Ministry of Agrarian policy and Food 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, 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.

Such expertise in irrigation and drainage is a crucial component of both new and ongoing initiatives by the Ministry and the Recovery and Reform Support Team. It enables the seamless integration of legal requirements into project strategies, ensuring compliance and sustainability.

Furthermore, in the context of Ukraine's economic development for agriculture it is crucial to support the adaption of technologies and producers to challenges of climate change and recovery of essential infrastructure, strengthens the reform process, supports the country's recovery efforts, and develop the paves the way for systemic and long-lasting changes.

2. Position and reporting line

¹ Pursuant to the decision of the Parliament of Ukraine dated 17 July 2025, the composition of the Cabinet of Ministers has been restructured. For further details, please refer to the [official documentation](#).

² 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.



Senior Expert in Regulatory Framework Reform for Irrigation and Drainage will be a full-time consultant at the RST at the Ministry. The consultant will support the policy framework for reform of the irrigation and water use system institutionalization, expected to be based in Kyiv (subject to the Ministry's staff's security rules) and directly report to the RST Team Lead of the Agriculture Stream.

3. Duration and proposed timeframe

The initial consultancy assignment is expected to start in **August 2026**. Duration of the assignment is until August 2027 with possible extension and will be subject to the availability of project funding, the consultant's performance, and the specific requirements of the RST.

4. Main Duties, Responsibilities, and Deliverables

The Senior Expert in Regulatory Framework Reform for Irrigation and Drainage is expected to assist with the following:

- Conduct a technical and legal analysis of proposed amendments to current secondary legislation and by-laws related to the establishment, governance, and operation of institutions responsible for hydraulic land reclamation, including irrigation and drainage infrastructure management.
- Develop evidence-based proposals for improving the regulatory framework in the field of land reclamation, in line with internal requests of the Ministry, ensuring coherence with existing primary legislation.
- Provide expert support to the implementation of the regulatory framework for operational management of irrigation and drainage systems, including regulatory acts under Law №7577 and relevant Government resolutions.
- Support the development and operationalization of a data-driven, GIS-based methodology for ranking irrigation and drainage systems, based on economic, social, and climate-resilience criteria, to guide public investment planning and prioritization.
- Assess and address institutional and technical capacity needs of Water User Organizations and system operators involved in irrigation and drainage management.
- Develop methodological recommendations on organizational structure, human resources, and financing models.
- Ensure alignment of proposed regulatory solutions with EU legislation and environmental requirements, including climate change adaptation and sustainable water use principles.
- Support the improvement of regulatory and financial conditions for attracting public and international funding for irrigation and drainage projects, including analysis of investment bottlenecks and recommendations for enabling policy instruments.
- Support inter-institutional coordination and stakeholder consultations related to irrigation and drainage reform, including engagement with ministries, professional associations, and WUOs.
- Prepare analytical notes, draft regulatory documents, and supporting materials to facilitate decision-making and implementation of regulatory reforms.
- Provide expert advisory support on other regulatory and policy issues in the field of irrigation and drainage, upon request of the Ministry.

The **Senior Expert in Regulatory Framework Reform for Irrigation and Drainage** will be expected to provide the following **deliverables**:



- Prepare a consolidated and internally consistent package of draft secondary regulatory legal acts required for the implementation of Law №4759, including proposed amendments to existing by-laws governing the operation, certification, monitoring, accounting, and write-off of irrigation and drainage systems and their components.
- Prepare draft amendments and proposals to relevant strategic, programmatic, and procedural Government acts, including inputs to the Action Plan for the Implementation of the Irrigation and Drainage Strategy of Ukraine up to 2030, with clearly defined quantitative and qualitative performance indicators.
- Prepare a comparative legal and regulatory analysis (EU–Ukraine gap analysis) of national legislation and relevant EU acquis in the field of hydrotechnical land reclamation, identifying regulatory gaps, approximation requirements, conditionalities, and implications for policy and investment planning.
- Prepare structured concept notes (at pre-feasibility level) for priority public investment projects focused on the restoration and modernization of land reclamation systems, suitable for submission through the DREAM public investment management portal and aligned with public investment management requirements.
- Develop methodological recommendations on institutional, operational, and human resource capacity needs of state-owned or state-designated operators in the irrigation and drainage sector, including indicative organizational models, staffing structures, competency requirements, and preliminary budgetary estimates.
- Develop and submit a GIS-based ranking methodology and prioritization matrix for irrigation and drainage systems, accompanied by technical guidance and data sources used.
- Prepare a report on the institutional and capacity needs of WUOs and irrigation system operators, and recommend capacity-building and institutional development.
- Prepare proposals to improve legal and procedural frameworks to enhance access to state and international financing for irrigation and drainage infrastructure.
- Support the Ministry in the application of the developed prioritization methodology for recovery and climate-resilient investment, including integration into national platforms (e.g. DREAM).
- Submit structured policy and legal proposals on the operationalization of Law №4759 and implementation of the Strategy for Irrigation and Drainage in Ukraine until 2030.

5. Qualifications, Skills, and Experience

5.1 Qualifications and skills:

- Master's degree in Law, Hydrology, Hydrotechnical melioration, Economics, Agriculture, or a related field.
- Ability to analyze and structure large amounts of data and prepare clear visual and written reports.
- Fluency in Ukrainian and English.
- Proficiency in MS Office, particularly Excel and PowerPoint.
- Impeccable ethical standards.

5.2 Professional experience:



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- 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 Stabilization and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Austria, Denmark, Finland, France, Germany, Italy, Japan, 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 the 20th August 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 which have been submitted using the correct template and are fully 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 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.