Terms of Reference
Expert, Reform of Sustainable Water Resources Management
(Category 2)

1. Objective(s) and Linkages to Reforms

The Recovery and Reform Support Team (RST) at the Ministry of Economy and Environment of Ukraine (MinEconomy) (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.

Water Resources are a key priority of the CMU's Action Programme. This area also forms part of Ukraine's commitments under the National Programme for the Adaptation of Ukrainian Legislation to the Law of the European Union (acquis of the EU). The planned actions include, inter alia, cost recovery for water services based on economic analysis of water use, assessment of climate-related risks and vulnerabilities in the water sector, development of programmes of measures for nitrate-vulnerable zones, and regulation of pollutant discharges into water bodies. Together, these measures form the foundation for reform in this area. The Expert will support the Ministry in advancing the development and implementation of modern regulatory and policy instruments in the field of sustainable water resources management. The role will focus on aligning Ukraine's water policy framework with the EU Water Framework Directive, other EU water-related directives, and relevant international obligations. This includes preparing key regulatory acts, such as methodologies for the inventory of emissions and discharges of hazardous substances, classification of groundwater bodies, and the development of groundwater quality standards.

Through analytical and technical support, the Expert will strengthen the Ministry's capacity to ensure coherence and quality across water policy documents, facilitate coordination with related policy areas, and contribute to the timely fulfilment of Ukraine's obligations on the sustainable and efficient use of water resources.

The Ministry has identified sustainable water resources management as one of its top priorities and is committed to building a transparent, well-functioning system aligned with international standards.

2. Position and Reporting Line

The Expert, Reform of Sustainable Water Resources Management (Category 2) will strengthen the Ministry's analytical and regulatory capacity, ensure coherence across relevant policy and legal documents and their alignment with EU legislation, and support the delivery of outputs within the established timelines.

The Expert will be a full-time consultant in the RST of the MinEconomy, working closely with the Deputy Minister and relevant units of the Ministry. The Expert will be based in Kyiv, report to the Senior Project Manager and will be subordinated to the RST Team Lead.

3. Duration and Proposed Timeframe

The initial consultancy assignment is expected to start in **December 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 Expert will be responsible for:

- Developing Draft Order of the MinEconomy "On Approval of Methodological Recommendations for the Inventory of Emissions, Discharges and Losses of Priority and Priority Hazardous Substances";
- Developing Draft Resolution of the Cabinet of Ministers "On Amendments to the List of Environmental Protection Measures";
- Developing Draft Order of the MinEconomy "On Approval of the Methodology for Classifying Groundwater Bodies according to Quantitative and Chemical Status";
- Developing Draft Resolution of the Cabinet of Ministers "On Approval of Groundwater Quality Standards";
- Developing Draft Order of the Cabinet of Ministers "On Approval of the Concept of the State Target Scientific Programme on Water Resources Management until 2036";
- Developing Draft Resolution of the Cabinet of Ministers "On Approval of the State Target Scientific Programme on Water Resources Management until 2036.

Deliverables include presentations, reports, data tables, meeting notes, and quarterly activity reports with analysis and recommendations.

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:

- Master's degree in Law, Environmental Policy, Ecology, Natural Science or another relevant field is highly desirable, a Bachelor's degree is required;
- Proven knowledge and professional experience in the development 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;
- Impeccable ethical standards;

5.2 Professional experience:

- Minimum 5 years of general professional experience;
- Minimum 3 years of experience in environmental policy development, water resources management, or environmental regulation;

5.3 Other experience:

- Experience with reform implementation in Ukraine, especially as related to the Sustainable Water Resources Management Reform, is an asset;
- Experience with government entities and their mandate and processes is an asset;
- Prior experience of working in donor funded projects or public authorities is an asset.

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 15th of December 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.