



## Terms of Reference

### Senior Project Manager on Competitiveness Development for Resilience and Resistance at the Recovery and Reform Support Team

#### (Category 1)

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

The Recovery and Reform Support Team (RST) at the Ministry of Economy, Environment and Agriculture of Ukraine<sup>1</sup> (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)<sup>2</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.

The chosen path of European integration brings significant opportunities for Ukraine's agricultural sector, but it also poses challenges for agriculture and the processing industry that businesses cannot always overcome on their own. Identifying needs and developing support tools is a task for the team.

Following the recently adopted Strategy for the Development of Agriculture and Rural Territories in Ukraine until 2030, in order to increase the competitiveness of the domestic agro-industrial complex, it is necessary for the agricultural sector to ensure the transition from exporting raw materials to local processing and development of high value-added production inside the country.

Senior Project Manager on Competitiveness Development for Resilience and Resistance will support the Ministry of Economy, Environment and Agriculture of Ukraine in identifying critical areas and existing constraints to strengthen the sustainability of agricultural production, with a focus on front-line regions.

The expert will develop measures to diversify production and markets, recommendations for the introduction of innovative and climate-adapted technologies, developing human capital and institutional capacity to ensure stable incomes for producers, preserving natural resources and the ability of the agricultural sector to adapt to climatic, economic and social challenges.

This will ensure the implementation of Task 2 «Ensuring food security» and Strategic goal 3 «Ensuring the sustainability of the agricultural sector, supporting fair income of producers and increasing their competitiveness» of the Strategy for the Development of Agriculture and Rural Territories of Ukraine until 2030.

The Ministry is working closely with industry stakeholders to identify main gaps and create opportunities for development of the primary and advanced processing, support the promotion of small and medium enterprises in access the local, regional and international markets, expanding logistics and finance.

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<sup>1</sup> 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](#).

<sup>2</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.



## 2. Position and reporting line

Senior Project Manager on Competitiveness Development for Resilience and Resistance will be a full-time consultant at the RST at the Ministry. The consultant is 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 July 2026. Duration of the assignment is until June 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 Project Manager on Competitiveness Development for Resilience and Resistance** will assist the Ministry with the following:

- Support for the implementation of EU requirements and standards in line with the National Programme for the Adaptation of Ukrainian Legislation to EU Law, aimed at stimulating productivity growth and diversification of agricultural producers' activities, strengthening the sector's competitiveness, and restoring production and logistics chains of the in territories near the hostilities (southern, eastern and northeastern regions of Ukraine).
- Participation in the development of proposals to improve the legislative framework in order to support the resilience of agricultural producers, finance agricultural infrastructure, and provide financing to agricultural producers in priority sectors and frontline regions identified by the Government of Ukraine.
- Meetings with representatives of industry unions (associations), business associations and representatives of the Ministry to establish continuous dialogue and exchange information on the main challenges faced by agricultural processing enterprises, their plans for adaptation to EU requirements and rules over the next 2-5 years.
- Preparing an overview of existing value chains in the agricultural sector, identifying key players and existing constraints in territories near the hostilities (southern, eastern and northeastern regions of Ukraine).
- Developing measures to strengthen the sustainability of business operations, enhance sector competitiveness, and restore production and supply chains in territories near the hostilities (southern, eastern and northeastern regions of Ukraine).
- Participation in the development of draft legislative and regulatory acts and related documents required by law (explanatory memoranda, comparative table, protocol of coordination of positions, analyses of compliance with EU requirements and standards, etc.).
- Participation in the discussion on draft regulatory acts with industry unions, business associations, business representatives, research institutions and educational institutions, and supporting their finalization in coordination with ministries and central executive bodies.

The **Senior Project Manager on Competitiveness Development for Resilience and Resistance** will be expected to provide the following *deliverables*:



- The long-term action plan of the RST Agriculture Team was successfully implemented, including measures defined by the Ministry's plans, key strategic documents of the Government of Ukraine, Ukraine's commitments in the field of European integration, the Ukraine Facility Plan, and other relevant strategic documents within the scope of competence.
- Prepared a report with recommendations on identified weaknesses in existing value chains in the agricultural sector, including a description of key actors and key factors that hindered the strengthening of the sector's sustainability and competitiveness in territories near the hostilities (southern, eastern and northeastern regions of Ukraine).
- Technical specifications and support tools developed for primary and advanced processing of agricultural products, aimed at enhancing sustainability and recovery in territories near the hostilities (southern, eastern and northeastern regions of Ukraine).
- Trainings and seminars conducted (as a presenter and speaker) for market operators across all subsectors of the industry on the implementation of support tools that contributed to strengthening the sustainability of production and industry competitiveness.
- Participated in working groups established by the Ministry of Economy, initiated discussions on issues within the scope of competence, providing expert comments and professional perspectives on agenda items.
- Developed draft regulatory legal acts at the request of the Ministry of Economy, conducted their discussions and supported their submission for approval.

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

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

- Master's degree in Economics, Agriculture, or a related field.
- Strong analytical, communication and interpersonal skills, with the ability to work effectively with senior officials and diverse stakeholders.
- Deep knowledge in value chain structure and development, financial instruments and EU best practices. Knowledge and experience in establishment of food processing, expansion of the product distribution networks is an advantage.
- Understanding the structure of ministries and government agencies, regulatory document clearance processes, skills in conducting diplomatic negotiations, and the ability to set priorities from a state-oriented perspective and to rank tasks effectively in a multi-level workload are key and essential competencies.
- Proficiency in MS Office, particularly Excel and PowerPoint.
- Fluency in Ukrainian and English.
- Impeccable ethical standards.

### **5.2 Professional experience:**

- Minimum 7 years of general professional experience.
- Minimum 5 years of experience in agriculture, finance, processing, project management, analytical work, public administration, or coordination roles.
- 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 which are Austria, Denmark, Finland,



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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 22 June 2026, 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 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.