Terms of Reference

Senior Legal Expert at the Recovery and Reform Support Team

(Category 1)

1. Objective(s) and linkages to Reforms

The Recovery and Reform Support Team (RST) Agriculture at the Ministry of Economy, Environment and Agriculture of Ukraine[1] (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.

Projects implemented by the Ministry, with the involvement of the the RST Agriculture, often require comprehensive legal expertise to ensure their success and compliance with national legislations and international commitments. This includes analyzing existing legislation to identify gaps and inconsistencies, drafting amendments and additions to laws, and providing legal support for the development, advocacy, and adoption of legislative acts.

Legal and regulatory accuracy is essential to the success of these projects, as even minor inaccuracies can lead to delays, misinterpretations, or ineffective implementation. Legal expertise ensures that reforms and initiatives have a solid foundation, minimizing risks and maximizing their impact. Such expertise in legislative drafting and analysis is a crucial component of both new and ongoing initiatives by the Ministry and the the RST Agriculture. It enables the seamless integration of legal requirements into project strategies, ensuring compliance and sustainability.

Furthermore, in the context of Ukraine's EU integration and international commitments, aligning Ukrainian legislation with European standards and best practices is vital. This legal alignment strengthens the reform process, supports the country's recovery efforts, and paves the way for systemic and long-lasting changes.

2. Position and reporting line

Senior Legal Expert will be a full-time consultant at the RST Agriculture 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.

3. Duration and proposed timeframe

The initial consultancy assignment is expected to start in October 2025. Duration of the assignment is subject to the availability of project funding, the consultant's performance, and the specific requirements of the RST. The probation period is two months.

4. Main Duties, Responsibilities, and Deliverables

[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.

The Senior Legal Expert is expected to assist the Ministry with the following:

- comprehensive legal analysis of draft legislation related to the Ministry's strategic initiatives, including close collaboration with members of the Ukrainian Parliament;
- in-depth review and evaluation of current legislative frameworks for agricultural and rural development, to identify gaps and inconsistencies;
- development and advocacy of proposals for amendments to existing legislation, accompanied by the drafting and legal substantiation of normative legal acts;
- preparation of analytical reports assessing the effectiveness and alignment of current legislation with reform objectives;
- drafting and promotion of normative legal acts designed to enhance the regulatory environment and to transpose the EU legal acts into Ukrainian legislation;
- timely preparation of comprehensive progress reports and detailed status updates on the implementation of key reform initiatives.

The Senior Lawyer will be expected to provide the following **deliverables**:

- Legal Analysis Reports: comprehensive legal analyses of draft legislation related to the Ministry's strategic initiatives, highlighting key findings and recommendations.
- Legislative Gap Assessments: detailed reviews of current legislative frameworks for agricultural and rural development, identifying gaps and inconsistencies.
- Legislative Amendment Proposals: well-substantiated proposals for amendments to existing legislation, including accompanying legal drafts of normative legal acts.
- Analytical Reports: in-depth reports evaluating the effectiveness and alignment of current legislation with reform and policy objectives.
- Draft Normative Legal Acts: completed drafts of normative legal acts aimed at enhancing the regulatory and economic environment, ready for advocacy and adoption.
- Developed Proposals and recommendations on required regulatory amendments needed for:
    - Water User Organizations to abolish VAT payment during transfer of irrigation assets / clarify the non-for-profit status / improving water supply pricing.
    - Internal Market and Export development to increase agricultural producers and processors access to the retail network, opportunity to use the export financing, insurance, trade facilitation instruments.
- Development of legislation aimed at transposing into national law provisions that promote the competitiveness of small and medium-sized agricultural producers, strengthen their role in the market, and improve their access to financing, including European fund (e.g producer organizations) coordinated.
- Progress Reports: regular, comprehensive updates on the status of reform implementation, including key achievements, challenges, and next steps.

5. Qualifications, Skills, and Experience

5.1 Qualifications and skills:

- Master's degree in Law.
- Strong analytical, communication and interpersonal skills, with the ability to work effectively with senior officials and diverse stakeholders.
- Proficiency in MS Office, particularly Excel and PowerPoint.
- Fluency in Ukrainian and English.

5.2 Professional experience:

- Minimum 7 years of general professional experience.

- Minimum 5 years of experience as a lawyer and/or legal adviser in law firms, government or international organizations.
- 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 30 September 2025, 23:59 (Kyiv time) to ura.rstrecruitment@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.