

Terms of Reference

Senior Project Manager on Competitiveness and Access to Finance

at the Recovery and Reform Support Team

(Category 1)

1.Objective(s) and linkages to Reforms

The Recovery and Reform Support Team at the Ministry of Agrarian Policy and Food of Ukraine¹ (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.

In the context of military aggression by the Russian Federation, Ukraine's agricultural sector is a significant factor in ensuring national security, preserving Ukraine's statehood and sovereignty, and maintaining stability in the world's major food markets. Production and export of raw materials (cereals, oilseeds and vegetable oil) is an essential component of the competitiveness of domestic agriculture and an important source of foreign currency. At the same time, some producers need support to expand their product range through intensive processing and increasing the variety of high value-added products. On a global scale, the food market is worth billions of US dollars, and consumption of such products is constantly growing. Therefore, the development of high value-added production is becoming increasingly important for Ukraine.

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.

The Ministry of Agriculture 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.

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.

The Senior Project Manager on Competitiveness and Access to Finance will be a full-time consultant at the RST the Ministry. The Consultant is expected to be based in Kyiv (subject to the security rules for the Ministry's staff) and will report to the RST Team Lead.

3. Duration and proposed timeframe

The initial consultancy assignment is expected to start in August 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

The Senior Project Manager is expected to support the Ministry and its subordinated bodies with the following:

- providing advanced analysis of existing value chains on agrifood based on latest available researches (conducted by IFIs) and developing set of legal, institutional and financial measures that need to be taken for its development;
- providing overview of existing infrastructural framework to stimulate productivity growth and diversification of agricultural producers' activities, identifying the main gaps and possible solutions, required technological upgrade (with the greater accent to adoption of EU regulations into technological processes) and financial resources for modernization;
- providing of proposals and recommendation for increasing of access to retail and other alternative channels for distribution of the agricultural and processed products, giving priority for smallholders and craft;
- monitoring and researching the existing level of implementation on marketing standards for certain types of agricultural products and creating the recommendations for improvements;
- reviewing the existing financial instruments and developing proposals to increase access to available financial resources, stimulating mechanisms for development of value-add chains among agricultural producers and processors;
- collaborating with agricultural associations, industry enterprises, research institutions, banking institutions, financial organizations, funds, and international financial institutions to disseminate best practices and expertise in processing and value-added product development and expand access to financing for the agricultural sector on favourable terms, giving priority to enterprises operating in frontline region.
- initiating and coordinating of trainings/seminars for market operators on the implementation of efficient processing technologies.

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

- Value chains analysis conducted, recommendations created, measures developed.
- Proposals for simplification of procedure for launching of processing facilities to infrastructure network developed, main gaps identified, solutions and resources recognized.
- Instruments for the government to support the technological upgrading and assess funding needs, incl. matrix of available financial resources available for frontline areas developed.

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- Proposals and recommendation of the legal improvements for increasing access to retail and other alternative channels for distribution of the agricultural and processed products developed.
 - Recommendations for encouragement of processing the agricultural products developed, available financial instruments identified.
 - Trainings and seminars for market operators on the implementation of efficient processing technologies delivered.

5. Qualifications, Skills, and Experience

5.1 Qualifications and skills:

- Master's degree in Economics, Agriculture, or a related field.
- Strong organizational and project management skills.
- 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.
- Strong communication and interpersonal skills, with the ability to work effectively with senior officials and diverse stakeholders.
- Fluency in Ukrainian and English.
- Proficiency in MS Office, particularly Excel and PowerPoint, ability to analyse and structure data and prepare clear visual and written reports.

5.2 Professional experience:

- Minimum 7 years of general professional experience.
- Minimum 5 years of experience in 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 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 4 August 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.