

Terms of Reference

Lawyer, Subsoil Use Reform

(Category 2)

1. Objective(s) and Linkages to Reforms

The Recovery and Reform Support Team at the Ministry of Economy, Environment and Agriculture of Ukraine - Environment Sub-Team (hereinafter - RST) provides targeted technical support and assists the Ministry of Economy, Environment and Agriculture of Ukraine (MinEconomy) in the design and implementation of recovery and reform priorities by filling 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 shall assist the MinEconomy in ensuring coordination and complementarity between RST and other relevant technical assistance projects.

The Subsoil Use Reform is part of the priorities of the CMU Action Programme of June 12, 2020, No. 471, a draft Programme of Activities of the Cabinet of Ministers of Ukraine starting in 2025 which was sent for approval of Verkhovna Rada of Ukraine (draft Resolution of the Verkhovna Rada of Ukraine No.14069 dated 23.09.2025) and updated through subsequent plans, most recently the 2025 Government Priority Action Plan. The latter aims to strengthen the subsoil use sector in Ukraine in alignment with EU legislation and best international practices, accelerating European integration and sustainable development.

The MinEconomy has made the Subsoil Use Reform one of its priorities and is committed to building a healthy and transparent system that will aim to make Ukraine adherent to international standards.

2. Position and Reporting Line

The Lawyer, Subsoil Use Reform (Category 2, hereinafter – the Lawyer) will provide support to facilitate successful implementation of the priority reform in the subsoil use sector by the MinEconomy, aimed at improving the reform progress in Ukraine in line with EU legislation, including its provisions under Chapter 27, and best international practices.

The Lawyer will work closely with the Deputy Minister responsible for subsoil use, geology and critical minerals in the MinEconomy.

The Lawyer will be subordinated and report to the Senior Project Manager on Subsoil Use Reform of the RST and to the RST Team Lead.

3. Duration and Proposed Timeframe

The initial consultancy assignment is expected to start in **January 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 Lawyer, Subsoil Use Reform is responsible for supporting the Reform through:

- Monitoring policy-making, policy design and policy implementation of key strategic partners (especially USA, European Union, Canada, Australia and the United Kingdom), and preparing brief memoranda or legal opinion based on conducted legal analysis;
- Monitoring key events and regulations affecting global supply chains of critical minerals, and preparing corresponding briefs;
- Providing comprehensive analysis on incentives and development measures, instruments and tools used by key mining and processing actors (incl. China);
- Assisting in the development of policy for the creation of industrial clusters, including those for the mining and processing of critical minerals with due account of provisions of EU acquis under Ch 27;
- Assisting the MinEconomy in legal structuring of Product-Sharing Agreements and other investment or public-private deals in natural resources with due account of provisions of EU acquis under Ch 27;
- Supporting reform and transformation involving subsoil use, geology and critical minerals with due account of provisions of EU acquis under Ch 27;
- Supporting normative, legislative and regulatory design and transformation with due account of provisions of EU acquis under Ch 27;
- Facilitating analysis of current legislation and supporting review and amendment of relevant legal acts, as well as development and adoption of a national strategy for critical raw materials.
- Supporting the MinEconomy, RST, thematic working groups in:
 - data and information research and analysis;
 - drafting of evidence-based proposals on the policy, sectoral laws and necessary bylaws, and supporting the process of their adoption;
 - organizational and logistical activities (events, round tables, conferences and forums to engage stakeholders on key reform themes and policy proposals);
 - preparation of presentations, infographics on legal aspects of the Subsoil Use Reform;
 - preparation of timely and quality reports and status updates on the reform implementation progress.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master's Degree in Law is highly desirable, minimum requirements - Bachelor's Degree;
- Proven knowledge and professional experience in legal acts development (preparation);
- 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;

5.2 Professional experience:

- Minimum 5 years of general professional experience;
- Minimum 3 years of legal practice, the relevance to subsoil use sector is an advantage;

5.3 Other experience:

- Experience in the reform implementation in Ukraine, especially as related to the subsoil use sector and critical raw materials, is an advantage;
- Experience concerning the work of government authorities, their mandate and processes is an asset;
- Knowledge of EU acquis under Chapter 27 is an advantage;
- Prior experience of work in donor funded projects or in public authorities is an advantage.

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 26th of November 2025, 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 Reference Letter from a recent supervisor (original in English, or Ukrainian with English translation) together with the contact details for two further 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.

8. Selection Procedure

Following the evaluation of all applications received, selected candidates may be invited to the tests. Only shortlisted candidates will be invited to the interview.