
TERMS OF REFERENCE

Team Lead (Agriculture stream) at the Recovery and Reform Support Team at the Ministry of Economy, Environment and Agriculture of Ukraine

1. Objective(s) and Linkages to Reforms

The Recovery and Reform Support Team (RST) at the Ministry of Economy, Environment and Agriculture of Ukraine¹ (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 a comprehensive technical assistance programme deployed by the European Bank for Reconstruction and Development (EBRD), in partnership with the European Union, to support critical reform processes in Ukraine. The RST assists 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 RST supports the Ministry in coordinating implementation of reforms in line with the Ministry's annual work plans, the Ukraine Facility Plan, and key strategic documents of the Government of Ukraine, including, but not limited to agricultural finance, sustainable food production, land management, irrigation and water resources management, agri-food trade facilitation, and climate adaptation in the agricultural sector, etc.

By supporting reforms, the RST helps to align Ukraine's agricultural policies with EU standards, enhance the sector's sustainability, improve food safety and veterinary controls, modernize fisheries management, integrate energy efficiency measures into agricultural production, and ensure compliance with environmental requirements. This enhances the industry's capabilities to develop own competitiveness and diversify the trade destinations for agrifood products with deeper level of processing, increasing the opportunity to reach the additional sources of financial support and the value of export and budget income.

2. Position and Reporting Line

Team Lead will be a full-time consultant at the Recovery and Reform Support Team, overseeing the Agriculture stream. The Consultant should be based in Kyiv (subject to the security rules for the Ministry's staff).

Team Lead will be subordinated to and coordinated by designated Deputy Ministers, and report to the RST Director.

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.

3. Assignment Start Date and Duration

The initial consultancy assignment is expected to start in April 2026. Duration of the assignment is until August 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 and Responsibilities

The Team Lead will be expected to assist the Ministry with the following:

A. Strategic Leadership & Team Management:

- Implement long-term strategic goals of the RST, ensuring alignment with the Ministry's strategic priorities that go in line with the State and Industrial strategic goals and key indicators;
- Oversee resource planning, recruitment, and performance management for the RST members;
- Support the coordination of policy development, reform implementation, and recovery efforts across relevant Ministry's units;
- Support coordination of strategic decision-making with Ministry leadership, regional authorities, and relevant stakeholders, as required.

B. Operational Oversight:

- Support overseeing effective execution of reform and recovery projects, including policy design, work plans, budgets, risk management, monitoring and reporting;
- Contribute to the formulation of key documents in relation to priority reforms in accordance with the Ministry's annual work plans, the Ukraine Plan, and key strategic documents of the Government;
- Deliver regular progress reports on the implementation progress of RST projects.

C. Stakeholder Coordination and Donor Engagement:

- Maintain regular communication with relevant units of the Ministry, other ministries and agencies, regional authorities, and relevant experts of the URA architecture, to ensure appropriate coordination and coherence among relevant programmes, projects and policies;
- Support the Ministry in stakeholder coordination (including with donors, government officials, professional associations, civil society and others);
- Act as the executive point of contact for communications with international donors, IFIs, and key partners (e.g. the EBRD and the EU Delegation) as required.

Expected Deliverables

The Team Lead will be expected to provide the following deliverables:

- Implementation of long-term work plan of activities for RST, comprehensive reform and recovery plans, policies, budgets and other key documents that align with the Ministry's objectives, Ukraine's Governments strategic documents and priorities, Ukraine Facility Plan;
- Recruitment and performance management of RST consultants;

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- Coordination and execution of high-level strategic meetings, including Steering Committee (SC) meetings and consultations with key stakeholders;
 - Proposals for strategic documents, concept notes, drafts of legal acts, and technical acts in the Ministry's priority areas, as required.

The specified scope of work, services and expected deliverables can be modified and supplemented upon request from the Ministry and by agreement with the EBRD and EU Delegation.

5. Qualifications, Skills and Experience

5.1 Qualifications and skills:

- Master's degree in Agricultural Sciences, Agribusiness, Agri-Food Economics, Rural Development, Land Management, Law, Public Policy, Economy or other related field.
- Proven ability to lead a team of experts, in particular in donor-funded projects, business or public organisations.
- Impeccable ethical standards and outstanding leadership skills.
- Experience in high-level negotiations, strong organisational and communication skills.
- Strong analytical skills with the ability to interpret complex legal, commercial, financial data, and policy implications.
- PC literacy (PowerPoint, Project, Excel, Word, Google docs).
- Excellent command of English and Ukrainian, both written and spoken.

5.2 Professional experience:

Minimum of 10 years of general professional experience (working for international organisations and/or international technical assistance projects would be an advantage), of which:

- at least 5 years of proven experience in project management, public or business administration, and consulting (related to the field of the assignment); and
- at least 3 years of proven managerial experience (minimum 5 subordinates) in an organisation of comparable size.

5.3 Other competencies:

- Proven knowledge and professional experience in agri-food and public policy development, strategic planning, and project management.
- Previous experience working for international companies/organisations.
- Familiarity with Ukraine's current reform agenda, a good understanding of policy formulation processes and policy dialogues in the agri-food industry.
- Experience in leading an expert team and project delivery.
- Impeccable ethical skills.

6. Funding Source

The funding source of this assignment is the EBRD-Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA), 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 23:59 (Kyiv time), **2 April 2026** to hr@uraf.org.ua. All submissions must include a completed [Application Form](#), the candidate's Curriculum Vitae, [NDA form](#), one Reference Letter from a recent supervisor/manager (in English, or Ukrainian with English translation), and contact details of two further 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 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.