

Terms of Reference	
Position: JUNIOR NON-KEY EXPERT – Legal Expert	
1. Results chain and description of the assignment:	
1.1 Project title	STRENGTHENING STRATEGIC FRAMEWORK IN NATURE PROTECTION SECTOR AND FURTHER IMPLEMENTATION OF NATURA 2000 IN THE REPUBLIC OF SERBIA
1.2 Beneficiary	Main beneficiary of the activity is the Ministry of Environment (MEP) in Serbia
1.3 Results chain	The overall objective of this action contributes is to support the protection of the environment, improve its quality and contribute to actions and policies aimed at biodiversity conservation in Serbia.
	<p>Outcome 1: To provide continuous support in identification and designation of the Natura 2000 sites establishing the base for successful implementation and management of future Natura 2000 network</p> <p>Outcome 2: To strengthen the regulatory framework for nature protection and biodiversity conservation in accordance with Natura 2000 requirements</p> <p>Output 1: The final list of the potential Natura 2000 sites (100% of pSCI and 100% of SPA) for the whole territory of the Republic of Serbia identified and designated</p> <p>Output 4-23: At least 20 Management Plans for Ecological Important Sites developed</p> <p>Output 32: Legal Gap assessment Report;</p> <p>Output 33: Development of a draft National Restoration Plan;</p> <p>Output 34: At least 3 legal acts drafted/amended;</p> <p>Output 36: Guideline for Appropriate Assessment (AA) procedures for the ecological network;</p> <p>Output 37: Guideline for the functioning of rescue centres or facilities for injured and captured species</p> <p>Output 38: Guidelines and instructions for enforcement of the Law on Nature Protection</p> <p>Output 39: CITES e-permitting framework.</p>
1.4 Activity title	<p>AI.1 Conduct research on the territory of the Republic of Serbia for the identification and designation the remaining SPAs and pSCIs of NATURA 2000 network to achieve 100%</p> <p>A I.5 Development of a minimum 20 Management Plans for Ecological Important Sites</p> <p>A II.1 Conduction of Gap assessment related to nature protection legislation</p> <p>A II.2 Development of a draft National Restoration Plan (NRP)</p> <p>A II.3 Transposition and alignment of Serbian legal framework with EU nature protection acquis</p> <p>A II.4 Implementers' quick guides to new/amended legal acts</p> <p>A II.6 Development of 2 guidelines (for Strengthening prevention of illegal activities, support to rescue centres for injured, captured species and Appropriate Assessment procedure)</p> <p>A II.7 Development of Guidelines and Instructions for enforcement of the Law on Nature Protection</p> <p>A II.8 Development of software for CITES permits and training for using those tools</p>
1.5 Background and purpose	<p>Serbia is advancing the alignment of its environmental legislation with the EU acquis under Chapter 27 Environment and Climate Change, including implementation of the Birds and Habitats Directives and related EU nature legislation.</p> <p>Previous EU-funded support established important foundations for Natura 2000 implementation in Serbia, including preparation of candidate Natura 2000 sites, Standard Data Forms (SDFs), biodiversity datasets, and pilot management planning processes. However, further legal and institutional harmonisation is required to operationalise Natura 2000 implementation and ensure effective enforcement and long-term compliance with EU requirements.</p> <p>The purpose of this assignment is to provide specialised legal expertise to support:</p> <ul style="list-style-type: none"> • formal adoption and designation of the SPAs and pSCIs of NATURA 2000 network • legal & procedural conformity check for Management Plans • assessment of gaps between Serbian legislation and EU nature acquis; • legal aspects of the National Restoration Plan; • development and revision of legal acts, bylaws and procedures; • strengthening of Appropriate Assessment (AA) procedures; • establishment of legal frameworks for wildlife rescue and rehabilitation; • development of enforcement guidance; • legal and institutional aspects of CITES e-permitting systems. <p>The assignment will contribute to strengthening Serbia's institutional readiness for Natura 2000 implementation, biodiversity governance, and future EU accession obligations through the provision of specialised legal and regulatory expertise. It will directly support the implementation of activities under Outcome 1 and Outcome 2 of the Action.</p>
1.6 Requested services	<ul style="list-style-type: none"> • supporting the review of existing Serbian legislation relevant to Natura 2000, biodiversity conservation, environmental impact assessment, strategic environmental assessment, species protection, restoration, wildlife trade and environmental enforcement; • assisting in the assessment of alignment with the Birds Directive, Habitats Directive, Nature Restoration Regulation, CITES requirements and other relevant EU nature acquis;

	<ul style="list-style-type: none"> • compiling legal references, background documentation, conformity tables and supporting materials for legal gap assessments; • supporting the preparation of legal inputs to the National Restoration Plan and related legal instruments; • assisting in the drafting and review of laws, by-laws, rulebooks, procedures, guidelines and legal opinions supporting Natura 2000 implementation; • supporting the preparation of legal and procedural documentation for Appropriate Assessment (AA); • assisting in the preparation of legal provisions and operational standards for wildlife rescue, rehabilitation and care systems; • supporting the preparation of legal inputs for the CITES e-permitting system; • preparing minutes, summaries and follow-up notes from consultations, workshops, technical meetings and stakeholder coordination activities, where required; • cooperating closely with the Team Leader, Key Experts, non-key experts, MEP and other relevant stakeholders; • contributing inputs to project reports and deliverables.
1.7 Implementation modalities	<p>The Key expert will report directly to KE 4 Legal Expert and the Team Leader (TL) and will work closely with the TL, KE4, and relevant non-key experts.</p> <p>Performance will be assessed by the TL based on timely delivery, the quality of technical outputs, and effective collaboration with the project team, stakeholders, and beneficiaries</p>
2. Expert inputs	
2.1 Deliverable(s)	<p>For Output 1:</p> <ul style="list-style-type: none"> • Support to the preparation of the Natura 2000 designation package. <p>For Output 4-23:</p> <ul style="list-style-type: none"> • Support to legal and procedural conformity reviews of Management Plans. <p>For Output 32:</p> <ul style="list-style-type: none"> • Compilation of the EU nature acquis and Serbian legal inventory. • Preparation of legal gap analysis matrices and supporting documentation. • Support to the preparation of the Legal Gap Assessment Report and the Plan for the Preparation of Missing Legal Acts. <p>For Output 33:</p> <ul style="list-style-type: none"> • Legal research and drafting support for the preparation of the National Restoration Plan. <p>For Output 34:</p> <ul style="list-style-type: none"> • Drafting support for legal acts, amendments and implementing by-laws. • Preparation of explanatory memoranda, conformity tables and supporting legal documentation. • Support to the preparation of practical implementation guidance. <p>For Output 36:</p> <ul style="list-style-type: none"> • Drafting support for the Guideline for Appropriate Assessment (AA) procedures. <p>For Output 37:</p> <ul style="list-style-type: none"> • Legal research and drafting support for the Guideline for Wildlife Rescue and Rehabilitation. <p>For Output 38:</p> <ul style="list-style-type: none"> • Legal review support for the Law on Nature Protection and related by-laws. • Drafting support for the Enforcement Guideline for the implementation of the Law on Nature Protection. <p>For Output 39 the expert will deliver:</p> <ul style="list-style-type: none"> • Support to the preparation of legal specifications for the CITES e-permitting system. • Preparation of supporting legal documentation, user guidance and training materials.
2.2 No of missions	N/A
2.3 Indicative starting date	July 2026
2.4 Indicative completion date	March 2029
2.5 Location	<p>Serbia, including Belgrade and selected Natura 2000 candidate sites.</p> <p>Where activities are implemented outside Belgrade, eligible costs of travel, accommodation and meals shall be covered by the project in accordance with applicable project rules and approved travel arrangements.</p>
3. Requested qualifications	
3.1 Qualification and Skills:	<p>Completed university studies of at least three years in a relevant field, or in the absence of formal education six years of professional experience in addition to the minimum requested general professional experience.</p> <p>Proficient in English language.</p>

	Excellent communication and analytical skills
	Proficient in report drafting
	Excellent team working abilities
3.2 General Professional Experience	Minimum 3 years of professional experience in environmental law, preferably including nature protection, Natura 2000, ecological networks or biodiversity conservation.
3.3 Specific Professional Experience	Experience working with national environmental legislation, including activities related to its alignment with the EU acquis.
	Experience assisting in the drafting or review of environmental legislation, by-laws, rulebooks, guidelines or other legal documents.
	Experience in projects related to nature protection, Natura 2000, biodiversity conservation, Appropriate Assessment (AA), Environmental Impact Assessment (EIA), Strategic Environmental Assessment (SEA), protected areas or ecosystem restoration.
	Experience working with the Ministry of Environmental Protection and other Serbian institutions involved in nature protection and Natura 2000 implementation will be considered an asset.
3.4 Added value	Knowledge of the local (Serbian) language will be considered as an asset
4. Reporting	
4.1 Language	English
4.2 Report type/content	Short monthly reports in English describing ongoing and completed activities and outputs.
4.3 Submission date	End of each calendar month

Note that civil servants and other staff of the public administration of the partner country, or of international/regional organisations based in the country, shall only be able to provide input as experts if well justified. The justification should be submitted with the tender and shall include information on the added value the expert will bring as well on any potential interference or conflict of interest of the proposed expert in his/her function as expert and his/her present or previous functions working as civil servant. Moreover proof should be submitted that the expert is seconded or on personal leave.