

Terms of Reference	
Position: JUNIOR NON-KEY Birds 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 Result's 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.
	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
	Output 1: A finalised list of all potential Sites of Community Importance (pSCI) and Special Protection Areas (SPA) across Serbia Output 2: Comprehensive SDFs with harmonized data on species, and site boundaries for all proposed Natura 2000 sites Output 4 - 23: Detailed management plans for at least 20 potential Natura 2000 Sites, outlining conservation priorities, actions, monitoring methods, and stakeholder roles
1.4 Activity title	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% AI.2 If needed, revise some of the Standard Data Forms (SDF) and complete SDF (Standard Data Form) for the remaining selected sites based on research conducted AI.5 Development of a minimum 20 Management Plans for potential Natura 2000 Sites
1.5 Background and purpose	The primary purpose of this assignment is to support the further identification, validation, designation and management planning of Natura 2000 sites in Serbia, with a specific focus on bird species and Special Protection Areas (SPAs). The expert will support senior bird experts through compilation, checking and systematisation of bird datasets, identification of information gaps, participation in field surveys and verification, preparation of maps and supporting documentation, and revision and completion of bird-related Standard Data Forms (SDFs). The expert will also contribute to the preparation of Management Plans for selected potential Natura 2000 sites by compiling available ecological information, supporting assessment of bird species and their habitats, participating in field data collection, identifying pressures and threats, and preparing technical inputs for conservation objectives, management measures, monitoring and zonation. The expert shall provide reliable technical and field support, maintain clear records of data sources and survey results, and cooperate closely with senior experts and the project team in accordance with the approved project methodologies.
1.6 Requested services	AI.1: Support validation of previously identified SPAs and completion of the Natura 2000 network through compilation and checking of bird datasets, review of available monitoring information, identification of data gaps, participation in targeted surveys and field verification, preparation of maps and technical documentation, and support to assessment of site justification and boundaries. AI.2: Support the review, revision, harmonisation and completion of bird-related Standard Data Forms (SDFs). Contribute to checking species records, population estimates, ecological information, pressures and threats, mapping consistency and correspondence between SDF information and proposed site boundaries. AI.5: Support the preparation of Management Plans for selected potential Natura 2000 sites through collection and assessment of available bird data, participation in field surveys, preparation of species maps and baseline information, identification of pressures and threats, and drafting of technical inputs for conservation objectives, management measures, monitoring requirements and zonation under the guidance of senior experts.
1.7 Implementation modalities	The expert will directly report to the Deputy Team Leader (DTL) and will cooperate closely with the Team Leader (TL) and relevant non-key experts. Performance of the assignment will be assessed by the TL and DTL based on timely delivery, technical quality and effective cooperation with the project team and beneficiaries.
2. Expert inputs	
2.1 Deliverables	For Output 1 the expert will deliver: <ul style="list-style-type: none"> ▪ Contribution to Validation of Potential SPAs: Compiled and checked bird data, field records, maps and technical inputs supporting validation and delineation of proposed SPAs. ▪ Gap Analysis and Survey Support: Inputs identifying missing bird data, priority species and areas, and participation in targeted surveys or field verification. ▪ Draft Bird Data Contributions: Structured datasets, maps and supporting documentation contributing to the final national list of Natura 2000 sites. For Output 2 the expert will deliver: <ul style="list-style-type: none"> ▪ Contribution to Review and Completion of SDFs: Technical inputs for review, revision, harmonisation and completion of bird-related Standard Data Forms. ▪ Bird Data Checking Inputs: Verification of bird records, population data, ecological information, pressures, threats and mapping consistency under the guidance of senior experts. For Output 4–23 the expert will deliver:

	<ul style="list-style-type: none"> ▪ Contribution to Management Planning Documentation: Compiled bird data, species maps, field-survey results and draft technical inputs for selected Management Plans. ▪ Assessment and Measures Inputs: Supporting information on bird populations and habitats, pressures and threats, conservation objectives, management measures, monitoring and zonation.
2.2. No of missions	<p>Up to 12 missions for field verification and mapping of bird species of European interest, including species listed in Annex I of the Birds Directive and regularly occurring migratory species, in selected Natura 2000 candidate sites and, where required, in other areas with missing data, depending on project needs and subject to prior approval by the project team.</p> <p>The missions are expected to take place during the periods July–October 2026 and February–October 2027 and, if necessary, also during February–August 2028.</p>
2.3 Indicative starting day	06/2026
2.4 Completion	10/2028
2.5 Location	Serbia, including Belgrade and selected Natura 2000 candidate sites
3. Requested qualifications	
3.1 Qualification and Skills:	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.
	Proficient in English language.
	Excellent communication and analytical skills
	Proficient in report drafting
3.2 General Professional Experience	Excellent team working abilities
	At least 3 years of general professional experience in ornithology, bird ecology, nature conservation or a closely related field
3.3 Specific Professional Experience	Proven experience in bird identification, bird inventory, monitoring or field survey work, preferably including at least one relevant project.
	At least 3 years of experience relevant to the nature conservation sector in the Western Balkans, or equivalent experience in comparable European contexts.
	Proven experience in collection, systematisation, validation or interpretation of bird data, demonstrated through projects, studies, publications or technical reports.
	Experience with Natura 2000, the EU Birds Directive, SPA identification, Standard Data Forms, bird monitoring or management planning will be considered a strong advantage.
3.4 Added value	Previous experience in the environment and nature protection sector, and/or previous cooperation with state administration or public institutions, will be considered an advantage.
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, following the format provided under the Article 1.6 Requested services.
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.