



VACANCY ANNOUNCEMENT

Non-Key experts required for the EU funded project

“EU for Natura 2000 in Serbia” – 4 positions

The project “EU for Natura 2000 in Serbia” is funded by the European Union, managed by the Delegation of the European Union to the Republic of Serbia, and implemented by a consortium led by Eptisa Southeast Europe d.o.o. Main institutional beneficiaries of the project are the Ministry of Environmental Protection and Institute for Nature Conservation of Serbia. The overall objective of the project is to assist the Republic of Serbia to carry out preparation for establishment of Natura 2000 network, in context of the preparation for EU accession. The project will be implemented in the period May 2019 – May 2021, and includes 5 main results:

1. Designation process for potential SPAs and pSCIs substantially completed, according to the Birds and Habitats Directives, for Natura 2000 network;
2. Information System, Database and GIS for Natura 2000 developed;
3. Harmonization of national legislation with EU directives related to nature protection revised and completed;
4. Technical and administrative capacity for implementation of nature protection legislation strengthened;
5. Public awareness campaign for Natura 2000 implemented.

To complement its team of experts for the project, Eptisa Southeast Europe is seeking applications from suitably qualified professionals to support implementation of the project activities by covering the following positions:

SENIOR NON-KEY EXPERTS

POSITION 1: SENIOR NON-KEY EXPERT FOR FISH SPECIES (re-advertisement)

1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Fish species who shall contribute to reviewing existing information; to carrying out desktop analyses on Fish species; to carrying out and supervising field work on Fish species; to developing criteria for potential pSCI, to the selection of potential Natura sites; to deciding on boundaries of sites; to input to institutional development plan and to assist the Key Expert 2 in the field of Fish species;

2. SCOPE OF WORK

The expert will be engaged within Result 1 and 2 of the project (Result 1 – Designation process for potential SPAs and pSCIs substantially completed according to the Birds and Habitat directives, for Natura 2000 network; Result 2 – Information system, Data base and GIS for Natura 2000 is developed) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 3, 4 and 5.2:**
 - collecting, reviewing and assessing existing information relevant for pSCIs, describing the current state and gaps, and taking measures to fill the gaps in baseline information;
 - analysing existing data on Fish species and identifying Fish species for which further field work is needed;
 - preparing a reference list of important Fish species;
 - preparing distribution maps for Fish species;
 - preparing plan for field survey work on the sites and species identified for further work;



- undertaking field survey work for identified Fish species in the country and for areas with good potential as part of Natura 2000;
- preparing a list of potential Sites of Community Interests (pSCI) with defined boundaries;

▪ **Result 2 - Tasks 1 and 3:**

- determination of the gaps in availability of data;
- necessary data attribute harmonization;

3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative number of working days estimated (subject to change) are the following:

Task	WD
Contribute to description of all national data resources relevant for Natura 2000 and nature protection (check and validate the relevance of data resources);	5
Review the Reference Lists of fish species listed in Annex II of the Habitats Directive per each biogeographical region;	
Elaborate the list of fish species with distribution maps including their sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	40
Carry out field work on Fish species regarding relevant methodologies;	
Contribute to preparation of the Proposal of at least 50% of pSCIs, according to Habitat Directive, for NATURA 2000 Network with draft boundaries (elaborate the draft of criteria and thresholds for selection pSCIs for Annex II HD fish species);	1
Contribute to complete Standard Data Form Natura 2000 data form for selected sites and update of National Information System for Biodiversity with collected data;	1
Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	3
Provide inputs for project progress reports;	
Contribute to overall achievement of Result 1.	

4. WORK RELATIONSHIPS / REPORTING

The expert will directly report to the Key Expert 2 - Deputy Team Leader / Habitat and SPA Expert.

The expert will deliver 1-page monthly reports in English language that will be attached to the expert's draft monthly timesheet.

Performance of the task will be assessed by the Team Leader and the Key Expert 2.

5. LOCATION AND TIMING

This assignment shall be implemented in Belgrade, Serbia, in the tentative period from February 2020 to March 2021. The assignment is foreseen to take up to **50 working days**, subject to extension (in activity scope, time period, and/or duration) as needed by the project.

In case that the project activities are implemented outside of Belgrade, costs of travel, accommodations and meals will be covered by the project.



6. REQUIREMENTS

Qualifications and Skills

- University degree (or equivalent) in Zoology/Ecology, or equivalent of 7 (seven) years relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be asset;
- Fluency in written and spoken English;
- Good writing and editing skills in English;
- Computer literacy.

Professional Experience

- At least 7 years of general professional experience in the field of zoology;
- Proven experience (at least 7 years) in performing at least 2 project(s) related to relevant Fish species identification and inventory;
- At least 7 (seven) years general experience relevant to nature sector in the Western Balkans;
- Proven experience (at least 7 years) in data collection, systematization and inventory of Fish species – at least 5 papers/projects;
- Experience in other animal groups (amphibians and reptiles, molluscs and crayfish, other invertebrates, or small mammals, etc) will be considered an advantage;
- Previous experience in sector of environment and nature protection will be considered an advantage;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



JUNIOR NON-KEY EXPERTS

POSITION 2: JUNIOR NON-KEY FIELD MAPPING HABITATS EXPERT

1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Field Mapping Expert who shall contribute to carrying out fieldwork on habitats types according to Habitats Directive in the Republic of Serbia, together with the habitats non-key experts and with the Key Expert 2 of the project.

2. SCOPE OF WORK

The expert will be engaged within Result 1 (Result 1 – Designation process for potential SPAs and pSCIs substantially completed according to the Birds and Habitat directives, for Natura 2000 network) and within the specific activity of habitats field mapping, supporting non-key experts in habitats of the project.

3. SPECIFIC ACTIVITIES AND OUTPUTS

Task	WD
Habitats types field mapping	15

4. WORK RELATIONSHIPS / REPORTING

The expert will directly report to the Key Expert 2 Deputy Team Leader / Habitat and SPA Expert.

The expert will deliver 1-page monthly reports in English language, that will be attached to the expert’s draft monthly timesheet.

Performance of the task will be assessed by the Team Leader and the Key Expert 2.

5. LOCATION AND TIMING

This assignment shall be implemented in Belgrade, Serbia, in the tentative period from February 2020 – March 2021. The assignment is foreseen to take up to **15 working days**. In case that the project activities are implemented outside of Belgrade, costs of travel, accommodations and meals will be covered by the project.

6. REQUIREMENTS

Qualifications and Skills

- University degree (or equivalent) in Botany/Ecology or equivalent of 5 (five) years of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian;
- Fluency in written and spoken English;
- Computer literacy.

Professional Experience

- At least 3 years of experience of general professional experience in the field of botany, ecology, field mapping;



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- Proven experience (at least 3 years) in performing at least 1 project related to habitats and species field mapping activities;
 - At least 3 (three) years general experience relevant to Balkans nature;
 - Previous experience in sector of environment and nature protection will be considered an advantage;
 - Previous experience in working with state administration and/or public institutions will be considered an advantage.



POSITION 3: JUNIOR NON-KEY FLORA EXPERT

1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Flora Expert who shall contribute to reviewing existing information; to carrying out desktop analyses on vascular plants species; to carrying out field work on flora species; to helping in the development of criteria for potential pSCI and selection of potential Natura sites; to input to institutional development plan and to cooperate with the Key Expert 2 of the project in the field of flora species preparations;

2. SCOPE OF WORK

The expert will be engaged within Result 1 and 2 (Result 1 – Designation process for potential SPAs and pSCIs substantially completed according to the Birds and Habitat directives, for Natura 2000 network; Result 2 – Information system, Data base and GIS for Natura 2000 is developed) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 2, 3, 4 and 5.2:**
 - reviewing and assessing existing information relevant for pSCIs, describing the current state and gaps, and identifying possible measures to fill the gaps in baseline information;
 - analysing existing data on flora species and identifying flora species (vascular plant species) for which further field work is needed;
 - contributing to the preparation of the reference list of an important flora species;
 - contributing to the preparation of the distribution maps for flora species;
 - preparing plan for field survey work on the flora species identified for further work;
 - undertaking field survey work for identified flora species in the country;
 - contributing to the preparation of the list of potential Sites of Community Interests (pSCI) for flora species, with defined boundaries;

- **Result 2 - Tasks 1 and 3:**
 - determination of the gaps in availability of data;
 - necessary data attribute harmonization.

3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative number of working days estimated (subject to change) are the following;

Task	WD
Contribute to description of all national data resources relevant for Natura 2000 and nature protection (check and validate the relevance of data resources);	1
Review the Reference Lists of the flora species listed in Annex II of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of habitats and flora species with distribution maps including habitats and flora species sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	30
Carry out field work on habitats and flora species regarding relevant methodologies;	
Contribute to preparation of the Proposal of at least 50 % of pSCIs, according to Habitat Directive, for NATURA 2000 Network with draft boundaries (elaborate the draft of criteria and thresholds for selection pSCIs for habitat types and plant species);	1
Contribute to complete Standard Data Form Natura 2000 data form for selected sites and update of National Information System for Biodiversity with collected data;	1



Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	2
Provide inputs for project progress reports;	
Contribute to overall achievement of Result 1.	

4. WORK RELATIONSHIPS / REPORTING

The expert will directly report to the Key Expert 2 Deputy Team Leader / Habitat and SPA Expert.

The expert will deliver 1-page monthly reports in English language, that will be attached to the expert's draft monthly timesheet.

Performance of the task will be assessed by the Team Leader and the Key Expert 2.

5. LOCATION AND TIMING

This assignment shall be implemented in Belgrade, Serbia, in the tentative period from February 2020 – March 2021. The assignment is foreseen to take up to **35 working days**. In case that the project activities are implemented outside of Belgrade, costs of travel, accommodations and meals will be covered by the project.

6. REQUIREMENTS

Qualifications and Skills

- University degree (or equivalent) in Botany/Ecology or equivalent of 5 (five) years of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian;
- Fluency in written and spoken English;
- Computer literacy.

Professional Experience

- At least 3 years of experience of general professional experience in the field of botany;
- Proven experience (at least 3 years) in performing at least 1 project related to flora species identification and inventory;
- At least 3 (three) years general experience relevant to Balkans nature;
- Proven experience (at least 2 years) in data collection, systematization and inventory of flora – at least 2 papers/projects;
- Previous experience in sector of environment and nature protection will be considered an advantage;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



POSITION 4: JUNIOR NON-KEY EXPERT FOR MAMMAL SPECIES

1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Expert for Mammal species; large carnivores, *Rupicapra balcanica*, and other small mammals including bats, who shall contribute to reviewing existing information; to carrying out desktop analyses on these mammal species; to carrying out and supervising field work; to developing criteria for potential pSCI, to the selection of potential Natura sites; to deciding on boundaries of sites; to input to institutional development plan and to assist the Senior Non-Key Expert for mammal species and the Key Expert 2 in the field of mammals species;

2. SCOPE OF WORK

The expert will be engaged within Result 1 and 2 of the project (Result 1 – Designation process for potential SPAs and pSCIs substantially completed according to the Birds and Habitat directives, for Natura 2000 network; Result 2 – Information system, Data base and GIS for Natura 2000 is developed) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 3, 4 and 5.2:**
 - collecting, reviewing and assessing existing information relevant for pSCIs, describing the current state and gaps, and taking measures to fill the gaps in baseline information;
 - analysing existing data on mammal species and identifying large carnivores, *Rupicapra balcanica* and small mammals for which further field work is needed;
 - preparing plan for field survey work on the sites and species identified for further work;
 - undertaking field survey work for identified mammal species in the country and for areas with good potential as part of Natura 2000;
 - preparing distribution maps for these mammal species according the field mapping and relevant data sources;
 - contributing to the preparation of the list of potential Sites of Community Interests (pSCI) with defined boundaries;

- **Result 2 - Tasks 1 and 3:**
 - determination of the gaps in availability of data;
 - necessary data attribute harmonization;

3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert include the following:

Task	WD
Contribute to description of all national data resources relevant for Natura 2000 and nature protection (check and validate the relevance of data resources);	1
Contribute to elaborate the list of mammal species with distribution maps including their sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	30
Carry out field work on mammal species including bats regarding relevant methodologies;	
Contribute to preparation of the Proposal of at least 50% of pSCIs, according to Habitat Directive, for NATURA 2000 Network with draft boundaries	1
Contribute to complete Standard Data Form Natura 2000 data form for selected sites and update	1



of National Information System for Biodiversity with collected data;	
Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	2
Provide inputs for project progress reports;	
Contribute to overall achievement of Result 1.	

4. WORK RELATIONSHIPS / REPORTING

The expert will directly report to the Key Expert 2 - Deputy Team Leader / Habitat and SPA Expert.

The expert will cooperate on all tasks with Senior Non-Key Expert for mammals.

The expert will deliver 1-page monthly reports in English language, that will be attached to the expert's draft monthly timesheet.

Performance of the task will be assessed by the Team Leader and the Key Expert 2.

5. LOCATION AND TIMING

This assignment shall be implemented in Belgrade, Serbia, in the tentative period from February 2020 – March 2021. The assignment is foreseen to take up to **35 working days**. In case that the project activities are implemented outside of Belgrade, costs of travel, accommodations and meals will be covered by the project.

6. REQUIREMENTS

Qualifications and Skills

- University degree (or equivalent) in Zoology/Ecology, or equivalent of 5 (five) years relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be asset;
- Fluency in written and spoken English;
- Good writing and editing skills in English;
- Computer literacy.

Professional Experience

- At least 3 years of general professional experience in the field of zoology;
- Work experience with one or more groups of mammals from large-carnivores and small mammals including bats.
- Proven experience (at least 3 years) in performing at least 1 project related to relevant mammal species identification and inventory;
- At least 3 (three) years general experience relevant to nature sector in the Western Balkans;
- Proven experience (at least 2 years) in data collection, systematization and inventory of mammal species – at least 2 papers/projects;
- Experience in other animal groups will be considered an advantage;
- Previous experience in sector of environment and nature protection will be considered an advantage;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



HOW TO APPLY

- If your profile matches the criteria listed above, please send your updated **EU format CV (maximum of 5 pages) in English** to the following email address: info@natura2000.rs;
- email subject: **number and title of the position you are applying for**;
- Deadline for submission of applications is **February 28th, 2020**.

Note: More detailed job description, exact duration (number of working days) and starting date for each position depend on the project needs and will be discussed with the shortlisted candidates only.

Only shortlisted candidates will be contacted and asked to provide corresponding certificates proving their education and professional experience.

Note that civil servants and other staff of the public administration, of the partner country or of international/regional organizations based in the country, can only be approved to work as experts if well justified. The justification should be submitted with the CV and shall include proof that the candidate is seconded or on personal leave