

Expert Position Opportunity

1. Position:

Environmental protection Expert, Senior Non-Key Expert (SNKE 8)

2. Project title:

“Technical assistance for establishing a regional waste management system for the city of Novi Sad and municipalities within Novi Sad region” (Ref. No. NEAR/BEG/2023/EA-RP/0159)

3. Project number:

NEAR/BEG/2023/EA-RP/0159

4. Reference documents:

- Terms of Reference of the project “Technical assistance for establishing a regional waste management system for the city of Novi Sad and municipalities within Novi Sad region”;
- Methodology of the “Technical assistance for establishing a regional waste management system for the city of Novi Sad and municipalities within Novi Sad region”;
- EU Report for Serbia 2023;
- The Regional Waste Management Plan for the City of Novi Sad and Municipalities Bačka Palanka, Bački Petrovac, Beočin, Žabalj, Srbobran, Temerin and Vrbas for the Period 2019-2028;
- Feasibility Study for for the City of Novi Sad and Municipalities Bačka Palanka, Bački Petrovac, Beočin, Žabalj, Srbobran, Temerin and Vrbas for the purpose of establishing Regional Waste Mangement System;
- Serbia Waste Prevention Country Profile 2021;
- Waste Management program of the Republic of Serbia for the Period 2022-2031
- Other relevant documents.

5. Starting date of the assignment:

March 2026

6. Duration of the assignment:

March 2026 – April 2027 (80 working days)

7. Project Objectives (relevant for the position):

The overall objective of the project is to contribute to a better environmental status and life quality of citizens by strengthening capacities for implementation of waste management systems in line with the national requirements and EU environmental acquis.

The expected outputs of this contract related to the referenced position are as follows:

Outcome 1. To support the startup of newly established regional public company and building their capacities and capacities of the MoEP and provincial authorities to ensure quality realisation of investments and sustainable functioning of the regional waste management system.

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Project is implemented by a consortium led by:

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Outcome 2. Strengthened capacities and capabilities of the City of Novi Sad and municipalities that belong to the waste management region Novi Sad and their PUCs to ensure quality realisation of investments and to establish and manage an appropriate system for regional waste management.

8. Requirements:

Qualification & Skills	<ul style="list-style-type: none"> • University bachelor's degree in Natural sciences, Engineering, Environment or equivalent; • Fluent in English and Serbian, both written and spoken; • Full computer literacy (proficiency with the Microsoft Office suite) • Excellent reporting skills; • Ability to work effectively in a team
General professional experience	A minimum of 7 (seven) years of general experience.
Specific professional experience	<p>Minimum of 5 (five) years of experience in the environmental protection and waste management field, including:</p> <ul style="list-style-type: none"> • Proven experience in addressing of waste management • Proven experience in addressing of legal procedure of environmental impact assessment (EIA) and waste management • Strong background experience in managing implementation and alignment per national environmental legislation

9. Assignment objective(s):

The expert will work closely with the Project Team and other Project Team Experts, beneficiaries, End Recipient, and stakeholders to ensure the implementation of the activities of the Components 1 and 2 and related Outcomes, on his/her area of expertise. The SNKE will provide support in implementing the following activities under Outcome 1 and Outcome 2:

Activity 1.1 Amendment of inter-municipal agreement and founding acts issued in the process of establishment of the regional company, if needed and development of additional acts

Activity 1.2 Development of organizational structure, and operational, legal and financial documents, including a tariff calculation model for successful and efficient operation of RWMC

Activity 1.3 Preparation of procedural guidance for operating and financial management of the RWMC;

Activity 1.5 Preparation of short-term and long-term Training Program for staff from MoEP and Province of Vojvodina, as well as RWMC staff and delivery of short-term Training Program during this contract

Activity 1.6 Providing support to the staff of MoEP and RWMC during design and construction phase and if applicable, for operating and managing of RWMC after taking over of facilities.

Activity 1.7 Development of Long-term Business Plan for RWMC

Activity 1.8 Preparation of Service level agreement between RWMC and PUCs/LSGs

Activity 1.9 Preparation of request for IPPC permit for RWMC

Activity 2.1 Strengthening the capacity of the PUCs in municipalities that belongs to waste management region of Novi Sad;

Activity 2.2 Supporting municipalities regarding delivering of effective and efficient management, inspection, enforcement and supervision of the implementation of the regional waste management system.

Activity 2.3 Providing support to the staff of PUCs and LSGs during design and construction phase and if applicable, after taking over of facilities for operating and managing within the duration of the project.

10. Related Outputs/Deliverables:

The Expert will prepare materials, chapters and inputs for related documents with a focus on relevant environmental protection requirements per Serbian legislation, including:

- Preparation of relevant environmental protection requirements for development additional acts and decisions in the process of establishment regional waste management system per Serbian legislation
- Preparation of relevant environmental protection requirements for development of local communal by-laws and decisions as well as waste collection procedures for PUCs
- Preparation of relevant environmental protection requirements for RWMC and Transfer Stations (TSs) regarding monitoring and reporting
- Analysis of all technical inputs that have environmental impact during design and construction phase of RWMC and TSs.

11. Evaluation of work:

The expert's performance will be assessed by the project TL, KE 2, and the Beneficiary's representative.

12. General information

The interested candidates are invited to submit a detailed curriculum vitae using EU format template no later than **February 26, 2026**, via email to the following address jperkovic@ext.eptisa.com. Only shortlisted candidates will be contacted.

Note that civil servants and other staff of the public administration, of the partner country or of international/regional organizations based in the country, shall only be approved to work as experts if well justified. Experts must be independent and free from conflicts of interest regarding the responsibilities defined in this document.

The Project is an equal opportunity employer, in respect of the principles of good governance, sustainable development and gender equality. All applications will be considered strictly confidential.