

Expert Position Opportunity

1. Position:

Accounting Expert, Senior Non-Key Expert (SNKE 9)

2. Project title:

“Technical assistance for establishing a regional waste management system for the city of Novi Sad and municipalities within Novi Sad region”

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 (90 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.

“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)

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 Economics, Financial management and accounting or similar; • 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 accounting, including:</p> <ul style="list-style-type: none"> • Experience in developing and improving accounting systems, financial procedures, and management reporting frameworks. • Experience in budgeting, financial planning, and financial reporting, including preparation of financial statements and management reports. • Experience in financial modelling, cost and revenue analysis, and financial projections to support strategic and business planning processes. • Experience in financial management systems, internal financial controls, and audit processes. • Experience in advisory or capacity-building activities related to financial management, including support to organisations operating in regulated or public-interest sectors. • Excellent knowledge of national accounting, financial, and tax legislation and regulatory frameworks. • Previous experience with Public Utility Companies (PUCs), municipal companies, or public sector entities will be considered an asset.

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 Component 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 1.3. 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 1.7. Development of Long-term Business Plan 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.

10. Related Outputs/Deliverables:

The Expert will prepare materials, chapters and inputs for related documents with a focus on accounting, financial management and tariff systems, including:

- Review of existing accounting systems and financial procedures in PUCs in the Novi Sad region.
- Preparation of inputs for the establishment of cost-centre based accounting systems for PUCs and RWMC in the Novi Sad region.
- Mapping of accounting positions and definition of the “allocation keys” for RWMC and PUCs, required for cost distribution and determination of the unit cost of comunal waste management services.
- Preparation of financial inputs for tariff system proposals and related financial methodologies, including affordability assessment and subsidy schemes.
- Preparation of financial analyses and projections of revenue and expenditure structures, including cost coverage and cross-subsidisation models for PUCs in the Novi Sad region.
- Preparation of inputs for integrated budgeting, financial control systems, internal financial controls, audit frameworks, investment planning, cash flow management and debt structure analysis.
- Preparation of financial inputs for FOPIP Action Plans, including management reporting, tariff policy, financial management, revenue collection and customer relations components.
- Preparation of financial inputs for the Business Plan for the Regional Waste Management Company.

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.