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Service contract No 2019/407-290
Technical assistance project „Reinforcement of animal health and welfare”
EuropeAid/139306/DH/SER/RS

Technical assistance project „Reinforcement of animal health and welfare EuropeAid/139306/DH/SER/RS Service contract No 2019/407-290	
Terms of Reference for Junior Non-Key Expert 4 – Animal Welfare expert Assignment	
Title of assignment	Junior Non-Key Expert 4 – Animal Welfare expert
Request No.	4
1. Background information	
1.1. Partner country	The Republic of Serbia.
1.2. Contracting Authority	The contracting authority is the Delegation of the European Union in the Republic of Serbia (EUD) on behalf of the European Commission (EC).
1.3. Background of technical assistance programme	<p>The Ministry of Agriculture, Forestry and Water Management (MAFWM) is involved in negotiations for the Chapters 11 (Agriculture and Rural Development), 12 (Food Safety, veterinary and phytosanitary policy) and 13 (Fisheries). Legislative (explanatory and bilateral) screenings for all Negotiating groups concerning agriculture – Chapters 11, 12 and 13 are completed. The Commission Serbia 2019 report of 29.5.2019¹ when addressing progress towards accession as concerns Chapter 12 states:</p> <p>Serbia is moderately prepared in the area of food safety, veterinary and phytosanitary policy. Some progress has been made in implementing recommendations of the previous report, in particular with the accreditation of the reference laboratory for milk testing. However, Serbia has not yet implemented all recommendations of last year. In the coming year, Serbia should in particular:</p> <ul style="list-style-type: none">- Develop a comprehensive strategy for transposition, implementation and enforcement of the acquis on food safety, veterinary and phytosanitary policy;- Substantially strengthen the administrative capacity of the veterinary, phytosanitary and national reference laboratories directorates and retain highly competent staff;- Consistently apply and improve the risk-based approach to sanitary control at borders. <p>The report further states: „On veterinary policy, annual programmes consisting of animal health protection measures for 2018 were adopted. Serbia has yet to decide on an acquis-harmonised approach to combating classical swine fever. The multiannual programme to eradicate rabies in wildlife was successfully implemented in 2018. Some steps have been taken towards improving staffing of the Veterinary Inspectorate through delegation of duties. This should be followed up by further strengthening the Veterinary Directorate, including its policy departments. Animal welfare legislation is yet to be fully harmonised with the EU acquis. The enforcement of legislation on animal welfare, in particular at slaughter, needs to improve. “</p> <p>The Serbian Strategy for Agriculture and Rural Development 2014-2024 clearly indicates the necessity for the improvement of the animal welfare in key areas identified in the EU acquis: welfare of the animals</p>

¹ Brussels, 29.5.2019 SWD (2019) 219 final COMMISSION STAFF WORKING DOCUMENT Serbia 2019 Report Accompanying the document Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions 2019 Communication on EU Enlargement Policy (COM (2019) 260 final)



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	<p>on farms, in transport, slaughterhouses and animals used in experimentation. It is of importance to provide assistance to the relevant Serbian Authorities so as to strengthen their capacity to enforce and oversee implementation Animal Welfare Law which has to be aligned with the basic requirements of the acquis of the European Union in the respective areas. In addition, in recent years stray dog management is high on the agenda of the EU, due to severe problems that some of the new Member States are facing with this issue. This topic will certainly be considered under the new EU animal welfare strategy, thus relevant for the accession process of Serbia and alignment of our system of animal welfare. There are also human health and wildlife problems resulting from the presence of stray dogs and cats. This subject has been raised in petitions to the European Parliament and there is a need for EU legislation in this area². It is necessary to recognize the importance of controlling dog populations without causing unnecessary animal suffering, and to develop long-term, sustainable strategies to deal effectively with stray animal populations, which requires a comprehensive and coordinated programme. Support in the field of animal health, as a key component of animal welfare, remains a priority for Serbia and should be addressed through continuation of support to the Veterinary Directorate of the MAFWM and main partners, to develop and implement effective and efficient preventive, control and eradication measures for certain animal disease, in accordance with EU Animal Health Strategy, based on "prevention is better than cure" principles promoted by the European Commission. The project will ensure support to Beneficiary to properly strengthen capacities for disaster management and in protection of animal health and welfare in the case of natural and other disasters. National policies shall also be aligned with the OIE Sixth Strategic Plan (2016 - 2020), which aim is to contribute effectively to the responses to major societal challenges by adapting to priority fields. Through provision of support in above areas, substantial improvements of animal health in Serbia will be obtained, thus creating improved prospects for trade of agricultural products. The long-term objective to be accomplished is to prevent, control or eradicate animal disease in Serbia and to acquire and maintain the disease-free status. This will, inter alia, produce effects also on animal welfare and subsequently quality and competitiveness of animal products.</p>
1.4. Background and rationale for assignment	<p>The project should provide assistance to align overall system for animal welfare with new regulations to be adopted on the EU level. This will be achieved by revision and improvement of legislation to be fully in line with new EU legislation (new animal health law and legislative for official controls and animal welfare law), through adoption of the new amendments of Law on animal welfare, updating new rulebooks and development of relevant animal welfare guidelines (e.g. farming, transport, slaughter, disaster management). Project activities will provide revision of administrative framework and capacities for animal welfare with clear recommendation for</p>

² [http://www.europarl.europa.eu/RegData/etudes/STUD/2017/583114/IPOL_STU\(2017\)583114_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2017/583114/IPOL_STU(2017)583114_EN.pdf)



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	<p>improvement and upgrading of existing structures in relevant sectors. Standards related to the animal welfare will be developed with the aim to improve collaboration between the public and private sectors, and international coordination. Unification of industrial standards (e.g. ISO/TS 34700) will be encouraged. Moreover, the effective implementation of the animal welfare regulation requires raised awareness, improved communication and collaboration with relevant stakeholders, including local authorities and civil societies. Publicity campaigns will be prepared and implemented to address different needs of different target audiences. Veterinary services will be trained for the new legislations relevant for their daily scope of work, and other stakeholders such as slaughterhouses staff, transporters of animals, animal keepers will be educated through related animal welfare awareness campaigns. This project will also address stray dog management based on the Animal Health Organisation (OIE) specific guidelines on stray dog population management (Chapter 7,7 of Terrestrial Animal Health Code) and best practice in EU Member States. It envisages the development of a long-term strategy and action plan to be adopted by the Government, designing dog management control programme, establishing education and training system for all relevant target groups and related public awareness campaigns on the responsible pet ownership and other aspects. Animal health will be improved through development of measures for eradication of endemic diseases, establishing free status of brucellosis, bovine leucosis and tuberculosis, rabies, appropriate prevention and control of vector borne diseases (e.g. Bluetongue disease, LSD, West Nile Fever), prevention and preparedness for emerging transboundary diseases (e.g. classical swine fever, Foot and Mouth Disease, Lumpy Skin Diseases, African Swine fever, Peste de petits ruminants) with increased capacities for contingency planning, rapid alert and response system, and animal health crisis management.</p>
2. Description of the assignment	
2.1. Overall objective	The overall objective of the project is to assist the country's authorities in harmonization and preparation for full implementation of EU acquis in the area of animal health and welfare.
2.2. Purpose	<p>The purpose of the project is as follows:</p> <ul style="list-style-type: none"> - To support the process of harmonization of legislation with EU legislation in the area of animal health and welfare; - To ensure appropriate awareness of all stakeholders and public, to disseminate information and to improve the communication with all relevant stakeholders on animal welfare standards; - To strengthen institutional and administrative capacities of competent authorities for enforcement of new animal health and welfare legislations.
2.3. Results to be achieved	<p>Component 1 Animal welfare:</p> <p>Result 1 Reinforced animal welfare standards in line with EU legislation, EU Animal Welfare Platform, OIE Regional Animal Welfare Platform for Europe, OIE Global Animal Welfare Strategy, and European best practices;</p> <p>Result 2 Enhanced capacities for appropriate stray dog management;</p> <p>Result 3 Strengthened administrative and structural capacities for animal welfare.</p> <p>Component 2 Animal health:</p>



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	<p>Result 4 Reinforced animal disease control policy, aligned with EU legislation, EU Animal Health Strategy, OIE Sixth Strategic Plan (2016 - 2020), and European best practices;</p> <p>Result 5 Further improvement on biosecurity on animal holdings and support for sustainable animal health and welfare policy.</p>
3. Description of expert's work	
3.1. Job title	Junior Non-Key expert 4 – Animal Welfare expert
3.2. Number of work days	Up to 160 work days
3.3. Starting date of assignment	16 September 2019 or later
3.4. Period of assignment	September 2019 to June 2021
3.5. Working hours	Full-time work
3.6. Location	Veterinary Directorate / Department for Animal Health and Welfare - Ministry of Agriculture, Forestry and Water Management
3.7. Overall objectives of the assignment	<p>In collaboration with key experts, senior non-key experts and other Junior non-key experts, Junior non-key expert 4 (JNKE4) will have to perform expertise under the following activities:</p> <ul style="list-style-type: none"> - Activity 1.3: Contribute to development of platform for collaboration between the public and private sectors, preparation of animal welfare standards and guidelines for implementation of ISO/TS 34700 (instructions, manuals of good and best practices, standard operation procedures); - Activity 1.4: Contribute to education and training of authorities and major stakeholders related to legislation and other aspects of animal welfare (competent authorities, veterinary inspectors, farmers; slaughter men; transporters; animal welfare officers, FBOs, breeders and suppliers of experimental animals; members of the ethical commissions and Ethical Council; persons working with the stray animals in shelters; persons working with the animals in breeding establishments; local authorities). At least one national conference (minimum 100 participants), and 4 regional workshops/seminars (minimum 50 participants each) will be organized. - Activity 1.5: Contribute to development and implementation of appropriate public awareness campaigns, seminars and conferences related to animal welfare to address target audience such as slaughter houses staff, transporter of animals and animal keepers. Awareness campaign will include organization at least one national conference (minimum 100 participants), and 4 regional workshops (minimum 50 participants each); - Activity 1.6: Contribute to design and production of animal welfare communication tools; - Activity 2.1: Contribute to development and drafting of national strategy for development and implementation of stray dog population management programme in compliance with international OIE standards and best EU practices, and in collaboration with stakeholders, including consultations with CSO and NGO sector from that filed. - Activity 2.2: Contribute to development and drafting of Action plan for stray dog management on the basis of Strategy for stray dog population management. - Activity 2.3: Contribute providing education and training of competent authorities, local authorities, shelters, NGOs; veterinary services, for enforcement of updated legislation and implementation



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	<p>of strategy and action plans for stray dogs.</p> <ul style="list-style-type: none"> - Activity 2.5: Contribute in development and implementation of appropriate public awareness campaigns related to stray dog management to address different target audience. - Activity 3.3: Contribute in implementation of trainings for staff of competent authority, animal control services food business operators and other stakeholders (at least 2 events with minimum 50 participants). - Activity 3.4: Contribute providing Training of competent authorities (central, local), veterinary services, food business operators and other stakeholders for implementation of updated regulations (at least 4 events with minimum 50 participants).
3.7. Specific objectives of the assignment	<p>In collaboration with key expert 1, senior non-key experts and other junior non key experts, JNKE4 will take the following tasks:</p> <p>Under Activity 1.3:</p> <ul style="list-style-type: none"> - To prepare proposals for establishment of a private / public platform (s) on animal welfare; - To draft terms of reference for establishment of a public/private platform (s). <p>Under Activity 1.4:</p> <ul style="list-style-type: none"> - To prepare a report on training needs analysis for targeted groups of competent authorities and stakeholders for animal welfare; - To propose topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare. <p>Under Activity 1.5:</p> <ul style="list-style-type: none"> - To propose topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare awareness; - To participate at the one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare awareness and deliver a presentation of the selected animal welfare awareness subject. <p>Under Activity 1.6:</p> <ul style="list-style-type: none"> - To propose objectives and draft content for the design, preparation and printing 4 brochures, 4 leaflets and one video material to be used in promotional purposes. <p>Under Activity 2.1:</p> <ul style="list-style-type: none"> - To support the project team in drafting some parts of the National strategy for stray dog population management. <p>Under Activity 2.2:</p> <ul style="list-style-type: none"> - To support the project team in drafting some parts of the Action plan for stray dog management based on the developed National strategy for stray dog population management; - To participate at the one-day Workshop on discussion of the draft of Action plan for stray dog management with the stakeholders. <p>Under Activity 2.3:</p> <ul style="list-style-type: none"> - To prepare report based on training needs analysis in line with the Action plan for stray dog management to identify skills and knowledge gaps and develop capacities, which are required for the implementation of the National strategy for stray dog population management; - To develop training programme in collaboration with the national education establishments, such as the Veterinary faculty to ensure



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		<p>sustainability and long-term access to training resources;</p> <ul style="list-style-type: none"> - To organize a one-day National workshop on dog population management held for key stakeholders covering critical aspects of the strategy and the action plan and deliver presentation on the selected topic; - To draft a Guidance document on establishing dog controls service and shelter management in order to assist the implementation strategy and action plans for stray dogs at the local level; - To organize at least one one-day training on the stray dog management and deliver presentation on the selected topic. <p>Under Activity 2.5:</p> <ul style="list-style-type: none"> - To organize the round table of Municipal representatives on stray dog management, prepare a meeting programme and coordinate drafting of a Report on opinions and suggestions collected during the round table of Municipal representatives on stray dog management; - To develop of a Draft of Communication Strategy as regards public awareness campaigns related to stray dog management; - To coordinate of drafting of collaboration agreement with the Ministry of Education as regards organization of 20 educational trainings in schools; - To draft Plan of Communication activities; - To propose objectives and content for the design, preparation and printing of 2 brochures, 2 leaflets, 2 posters and one video material; - To support the Project team in organization of one one-day National conference 4 one-day regional workshops on stray dog management and deliver presentation on the selected subject; - To support of the Project team in organization of 20 educational trainings in schools and actively participate in those events; - To coordinate drafting of a Report on development and implementation of public awareness campaigns within the scope of Activity 2.5. <p>Under Activity 3.3:</p> <ul style="list-style-type: none"> - To prepare a report on training needs analysis focusing on the target trainees (staff of competent authority, animal control services, food business operators and other stakeholders) and focusing on priority topics where training is considered particularly important; - To prepare agenda for 2 one-day training courses: one on protection of animals at the slaughterhouse and the one on protection of animals during transportation; - To deliver presentations on the selected subject at the 2 one-day training courses: one on protection of animals at the slaughterhouse and the one on protection of animals during transportation; - To prepare a Report on implementation of training within the scope of Activity 3.3. <p>Under Activity 3.4:</p> <ul style="list-style-type: none"> - To support the project team in preparation of a report on training needs analysis focusing on the target trainees (competent authorities (central, local), veterinary services, food business operators and other stakeholders) and focusing on updated regulations; - To support the project team in preparation of the training programmes for 4 one-day events; - To prepare and deliver presentations on selected subjects.
3.8. Results assignment	of	<p>Under Activity 1.3:</p> <ul style="list-style-type: none"> - Proposals for establishment of a private / public platform (s) on



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	<p>animal welfare prepared;</p> <ul style="list-style-type: none">- Terms of reference for establishment of a public/private platform (s) drafted; <p>Under Activity 1.4:</p> <ul style="list-style-type: none">- Report on training needs analysis for targeted groups of competent authorities and stakeholders for animal welfare prepared;- Topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare proposed. <p>Under Activity 1.5:</p> <ul style="list-style-type: none">- Topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare awareness proposed;- One one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal welfare awareness attended and presentation of the selected animal welfare awareness subject prepared and delivered; <p>Under Activity 1.6:</p> <ul style="list-style-type: none">- Objectives and draft content for the design, preparation and printing 4 brochures, 4 leaflets and one video material to be used in promotional purposes proposed. <p>Under Activity 2.1:</p> <ul style="list-style-type: none">- The project team in drafting some parts of the National strategy for stray dog population management supported. <p>Under Activity 2.2:</p> <ul style="list-style-type: none">- The project team in drafting some parts of the Action plan for stray dog management based on the developed National strategy for stray dog population management supported;- One-day Workshop on discussion of the draft of Action plan for stray dog management with the stakeholders attended. <p>Under Activity 2.3:</p> <ul style="list-style-type: none">- Report based on training needs analysis in line with the Action plan for stray dog management to identify skills and knowledge gaps and develop capacities, which are required for the implementation of the National strategy for stray dog population management drafted;- Training programme in collaboration with the national education establishments, such as the Veterinary faculty to ensure sustainability and long-term access to training resources developed;- One-day National workshop on dog population management held for key stakeholders covering critical aspects of the strategy and the action plan attended and presentation on the selected topic prepared and delivered;- Guidance document on establishing dog controls service and shelter management to assist the implementation of the strategy and action plans for stray dogs at the local level drafted;- One one-day training on the stray dog management organized and presentation on the selected topic prepared and delivered. <p>Under Activity 2.5:</p> <ul style="list-style-type: none">- The round table of Municipal representatives on stray dog management organized and meeting programme prepared; drafting of a Report on opinions and suggestions collected during the round table of Municipal representatives on stray dog management coordinated;- Drafting of Communication Strategy as regards public awareness campaigns related to stray dog management supported;
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	<ul style="list-style-type: none"> - Drafting of collaboration agreement with the Ministry of Education as regards organization of 20 educational trainings in schools coordinated; - Plan of Communication activities drafted; - Objectives and content for the design, preparation and printing of 2 brochures, 2 leaflets, 2 posters and one video material proposed; - The Project team in organization of one one-day National conference 4 one-day regional workshops on stray dog management supported and presentation on the selected subject prepared and delivered; - The Project team in organization of 20 educational trainings in schools supported and those educational events attended; - Drafting of a Report on development and implementation of public awareness campaigns within the scope of Activity 2.5 coordinated. <p>Under Activity 3.3:</p> <ul style="list-style-type: none"> - Report on training needs analysis focusing on the target trainees (staff of competent authority, animal control services, food business operators and other stakeholders) and focusing on priority topics where training is considered particularly important drafted; - Agenda for 2 one-day training courses: one on protection of animals at the slaughterhouse and the one on protection of animals during transportation prepared. <p>Under Activity 3.4:</p> <ul style="list-style-type: none"> - The project team in preparation of a report on training needs analysis focusing on the target trainees (competent authorities (central, local), veterinary services, food business operators and other stakeholders) and focusing on updated regulations supported; - The project team in preparation of the training programmes for 4 one-day events supported; - Presentations on selected subjects prepared and delivered.
4. Expert profile	
4.1. Minimum requirements	<ul style="list-style-type: none"> - A relevant University degree or equivalent six (6) years of experience in his/her area of expertise in addition to the minimum defined below - Minimum two (2) years of experience in his/her area of expertise - Fluency in written and spoken English language - Good computer skills in Word, Excel & PowerPoint, Internet etc.
4.2. Professional experience and skills criteria	<ul style="list-style-type: none"> - Previous experience working in the EU funded projects is considered as advantage; - Field experience working in the area of Animal Welfare; - Experience in transposition of legislation on Animal Welfare; - Experience in drafting training programmes on Animal Welfare; - Experience in training needs analysis; - Experience in drafting visibility materials on Animal Welfare; - Familiarity with relevant EU & OIE legislation system; - Experience in delivering presentations; - Perceived personal qualities / communication skills / team player, etc.
5. Selection of expert	<p>The selection of expert will be made in accordance with points 4.1 and 4.2. Selection of expert will be carried out by a Selection Committee member representing the Beneficiary and the Project team. Selection results will be recorded. Full transparency and equal opportunities will be ensured.</p>