

## VACANCY ANNOUNCEMENT

### Non-Key experts required for the EU funded project “EU for Natura 2000 in Serbia” – 7 positions (NKEs for species)

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 S1: SENIOR NON-KEY EXPERT FOR MAMMAL SPECIES

#### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Mammal species; large carnivores, *Rupicapra balcanica*, and other small mammals except 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 Key Expert 2 in the field of mammals species;

#### 2. SCOPE OF WORK

The expert will be engaged within Result 1, 2 and 5 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; Result 5 – Public awareness campaign for NATURA 2000 is implemented) 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 (except bats) for which further field work is needed;

- preparing a list of important mammal species according Habitats Directive;
- preparing distribution maps for these mammal species;
- 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 a list of selected sites (pSCI) with defined boundaries;
- undertaking GIS analysis (with support);
- preparing a set of potential Sites of Community Interests for habitats and species;
- drafting and presenting boundaries of potential sites for habitats and species.

▪ **Result 2 - Tasks 1 and 3:**

- determination of the gaps in availability of data;
- definition of the training needs for all future users of the N2K IS;
- necessary data attribute harmonization;

▪ **Result 5 - Tasks 1 and 2 only contribution:**

- in the implementation of the Communication and Visibility Strategy for the project;
- in planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative distribution 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 mammal species (except bats) listed in Annex II of the Habitats Directive per each biogeographical region;	
Elaborate the list of mammal species (except bats) with distribution maps including their habitats and 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 mammal species (except 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 (elaborate the draft of criteria and thresholds for selection pSCIs for Annex II HD mammal species except bats);	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 October 2019 – March 2021. The assignment is foreseen to take up to **50 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 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 an 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;
- Work experience with one or more groups of mammals from large-carnivores and small mammals (except bats);
- Proven experience in performing at least 2 project(s) related to relevant mammal species identification and inventory;
- At least 7 years general experience relevant to nature sector in the Western Balkans;
- Proven experience in data collection, systematization and inventory of mammal species – at least 5 papers/projects;
- Experience in other animal groups will be considered an advantage;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.

## POSITION S2: SENIOR NON-KEY EXPERT FOR BATS SPECIES

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for bats species who shall contribute to reviewing existing information; to carrying out desktop analyses on bats species; to carrying out field work on bats 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 Senior Non-Key Expert for Mammal species and the Key Expert 2 of the project in the field of mammal species preparations;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1, 2, 4 and 5 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; Result 4 – Technical and administrative capacity for implement of nature protection legislation strengthened; Result 5 – Public awareness campaign for NATURA 2000 is implemented) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 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 mammal species and identifying bats species for which further field work is needed;
  - contributing to the preparation of the list of important bats species;
  - contributing to the preparation of the distribution maps for bats species;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified bats species in the country and for areas with good potential as part of Natura 2000;
  - preparing a list of selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - contributing to delimitation of boundaries for potential sites for habitats and species.
- **Result 2 - Tasks 1 and 3:**
  - determination of the gaps in availability of data;
  - definition of the training needs for all future users of the N2K IS;
  - necessary data attribute harmonization.
- **Result 4 - Task 2 only contribution:**
  - implementing short-term training plan for Natura 2000 stakeholders;
- **Result 5 - Tasks 1 and 2 only contribution:**
  - in the implementation of the Communication and Visibility Strategy for the project;
  - in planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative distribution 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 mammal species, with specific focus on bats species, listed in Annex II of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of mammal species, with specific focus on bats species, with distribution maps including their habitats and 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 bats 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 bats 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 October 2019 – 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 of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be an asset;
- Fluency in written and spoken English;
- Computer literacy.

##### Professional Experience

- At least 7 years of experience of general professional experience in the field of zoology;
- Work experience with bats species;



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- Proven experience in performing at least 1 project related to mammal species identification and inventory;
  - At least 7 years general experience relevant to nature sector in the Western Balkans;
  - Proven experience in data collection, systematization and inventory of mammal species – at least 3 papers/projects;
  - Experience in other animal groups will be considered an advantage;
  - Previous experience in working with state administration and/or public institutions will be considered an advantage.

## POSITION S3: SENIOR NON-KEY EXPERT FOR FISH SPECIES

### 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, 2 and 5 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; Result 5 – Public awareness campaign for NATURA 2000 is implemented) 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 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 selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - drafting and presenting boundaries of potential sites for habitats and species.
- **Result 2 - Tasks 1 and 3:**
  - determination of the gaps in availability of data;
  - definition of the training needs for all future users of the N2K IS;
  - necessary data attribute harmonization;
- **Result 5 - Tasks 1 and 2 only contribution:**
  - in the implementation of the Communication and Visibility Strategy for the project;
  - in planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative distribution 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 habitats and 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 October 2019 – 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 an 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 in performing at least 2 project(s) related to relevant Fish species identification and inventory;
- At least 7 years general experience relevant to nature sector in the Western Balkans;
- Proven experience in data collection, systematization and inventory of Fish species – at least 5 papers/projects;





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- 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 working with state administration and/or public institutions will be considered an advantage.

## POSITION S4: SENIOR NON-KEY EXPERT FOR AMPHIBIAN AND REPTILE SPECIES

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Amphibian and Reptile species who shall contribute to reviewing existing information; to carrying out desktop analyses on amphibians/reptiles; to carrying out field work on amphibians/reptiles; 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 Amphibians/Reptiles preparations;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1, 2, 4 and 5 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; Result 4 – Technical and administrative capacity for implement of nature protection legislation strengthened; Result 5 – Public awareness campaign for NATURA 2000 is implemented) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 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 amphibians and reptiles and identifying amphibians/reptiles for which further field work is needed;
  - contributing to the preparation of the list of important amphibians/reptiles;
  - contributing to the preparation of the distribution maps for amphibians/reptiles;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified amphibians/reptiles in the country and for areas with good potential as part of Natura 2000;
  - preparing a list of selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - contributing to delimitation of boundaries for potential sites for habitats and species.
- **Result 2 - Tasks 1 and 3:**
  - determination of the gaps in availability of data;
  - definition of the training needs for all future users of the N2K IS;
  - necessary data attribute harmonization.
- **Result 4 - Task 2 only contribution:**
  - implementing short-term training plan for Natura 2000 stakeholders;
- **Result 5 - Tasks 1 and 2 only contribution:**
  - in the implementation of the Communication and Visibility Strategy for the project;
  - in planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative distribution 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);	2
Review the Reference Lists of amphibians/reptiles listed in Annex II of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the List of amphibians/reptiles with distribution maps including their habitats and 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 amphibians/reptiles 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 amphibian and reptile 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;	
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 October 2019 – March 2021. The assignment is foreseen to take up to **35 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 (five) years of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be an asset;
- Fluency in written and spoken English;
- Computer literacy.

##### Professional Experience

- At least 7 years of experience of general professional experience in the field of zoology;



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

## POSITION S5: SENIOR NON-KEY EXPERT FOR INVERTEBRATE SPECIES – BEETLES and BUTTERFLIES

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Coleoptera and Lepidoptera species, regarding Habitat Directive species, who shall contribute to reviewing existing information; to carrying out desktop analyses on Coleoptera and Lepidoptera species; to carrying out and supervising field work on Coleoptera and Lepidoptera species; to developing criteria for potential pSCI, to participate in 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 Invertebrate species;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1, 2 and 5 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; Result 5 – Public awareness campaign for NATURA 2000 is implemented) 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 Invertebrate species and identifying Coleoptera and Lepidoptera species for which further field work is needed;
  - preparing a list of important Coleoptera and Lepidoptera species;
  - preparing distribution maps for Coleoptera and Lepidoptera species;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified Invertebrate species in the country and for areas with good potential as part of Natura 2000;
  - preparing a list of selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - drafting and presenting boundaries of potential sites for habitats and species.
- **Result 2 - Tasks 1 and 3:**
  - determination of the gaps in availability of data;
  - definition of the training needs for all future users of the N2K IS;
  - necessary data attribute harmonization;
- **Result 5 - Tasks 1 and 2 only contribution:**
  - In the implementation of the Communication and Visibility Strategy for the project;
  - In planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS

The tasks of the expert with a tentative distribution 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	5

protection (check and validate the relevance of data resources);	
Review the Reference Lists of invertebrate species (Coleoptera and Lepidoptera species) listed in Annex II of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of Coleoptera and Lepidoptera species with distribution maps including their habitats and sites in need for further field work;	
Contribute to the elaboration of field work planning;	40
Carry out field work on beetles and butterfly's 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 invertebrate 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 October 2019 – March 2021. The assignment is foreseen to take up to **50 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 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 an 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;
- Work experience in the field of invertebrates, specifically in Coleoptera or Lepidoptera (experience in more than one group of invertebrates will be considered an advantage);
- Proven experience in performing at least 2 project(s) related to relevant invertebrate species identification and inventory;



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- At least 7 years general experience relevant to nature sector in the Western Balkans;
  - Proven experience in data collection, systematization and inventory of invertebrate species – at least 5 papers/projects;
  - Experience in other animal groups (amphibians, reptiles, fish, molluscs and crayfish) will be considered an advantage;
  - Previous experience in working with state administration and/or public institutions will be considered an advantage.

## POSITION S6: SENIOR NON-KEY EXPERT FOR INVERTEBRATE SPECIES

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Invertebrate species; with specific focus in species listed in Annex II of Habitats Directives (Coleoptera, Lepidoptera, Odonata and Orthoptera), who shall contribute to reviewing existing information; to carrying out desktop analyses of existing information about these species in Serbia; to carrying out field work on invertebrate 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 invertebrates preparations;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1, 2, 4 and 5 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; Result 4 – Technical and administrative capacity for implement of nature protection legislation strengthened; Result 5 – Public awareness campaign for NATURA 2000 is implemented) and within the following project activities with reference to the project ToR:

- **Result 1 - Tasks 1, 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 invertebrate species and identifying species for which further field work is needed;
  - contributing to the preparation of the list of important invertebrate species;
  - contributing to the preparation of the distribution maps for invertebrate species;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified invertebrate species in the country and for areas with good potential as part of Natura 2000;
  - preparing a list of selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - contributing to delimitation of boundaries for potential sites for habitats and species.
- **Result 2 - Tasks 1 and 3:**
  - determination of the gaps in availability of data;
  - definition of the training needs for all future users of the N2K IS;
  - necessary data attribute harmonization.
- **Result 4 - Task 2 only contribution:**
  - implementing short-term training plan for Natura 2000 stakeholders;
- **Result 5 - Tasks 1 and 2 only contribution:**
  - in the implementation of the Communication and Visibility Strategy for the project;
  - in planning and organization of workshop, events and other activities foreseen in the Communication and Visibility Strategy for the project.

### 3. SPECIFIC ACTIVITIES AND OUTPUTS



The tasks of the expert with a tentative distribution 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);	2
Review the Reference Lists of invertebrate species listed in Annex II of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of invertebrate species with distribution maps including their habitats and sites in need for further field work;	
Contribute to the elaboration of field work planning;	30
Carry out field work on invertebrate 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;	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;	
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 October 2019 – 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 7 (five) years of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be an asset;
- Fluency in written and spoken English;
- Computer literacy.

##### Professional Experience

- At least 7 years of experience of general professional experience in the field of zoology;
- Work experience in the field of invertebrates, specifically with Coleoptera, Lepidoptera, Odonata and Orthoptera species (experience in more than one group of invertebrates will be considered an advantage);



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- Proven experience in performing at least 2 projects related to invertebrate species identification and inventory;
  - At least 7 years general experience relevant to nature sector in the Western Balkans;
  - Proven experience in data collection, systematization and inventory of invertebrate species – at least 5 papers/projects;
  - Experience in other animal groups (amphibians, reptiles, fish, molluscs and crayfish) 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 S7: JUNIOR NON-KEY EXPERT FOR MOLLUSCS AND CRAYFISH SPECIES

#### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Expert for Molluscs and Crayfish species who shall contribute to reviewing existing information; to carrying out desktop analyses on molluscs/crayfish; to carrying out field work on molluscs/crayfish; 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 molluscs/crayfish 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, 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 molluscs and crayfish and identifying molluscs/crayfish for which further field work is needed;
  - contributing to the preparation of the list of important molluscs/crayfish;
  - contributing to the preparation of the distribution maps for molluscs/crayfish;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified molluscs/crayfish in the country and for areas with good potential as part of Natura 2000;
  - preparing a list of selected sites (pSCI) with defined boundaries;
  - undertaking GIS analysis (with support);
  - preparing a set of potential Sites of Community Interests for habitats and species;
  - contributing to delimitation of boundaries for potential sites for habitats and species.
- **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);	2
Review the Reference Lists of molluscs/crayfish listed in Annex II of the Habitats Directive per each biogeographical region;	



Contribute to elaborate the List of molluscs/crayfish with distribution maps including their habitats and 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 molluscs/crayfish 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 molluscs and crayfish 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;	
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 October 2019 – March 2021. The assignment is foreseen to take up to **35 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 5 (five) years of relevant experience above the general experience required below;
- Excellent communication, reporting and teamwork skills;
- Fluency in written and spoken Serbian will be an asset;
- Fluency in written and spoken English;
- Computer literacy.

##### Professional Experience

- At least 3 years of experience of general professional experience in the field of zoology;
- Proven experience in performing at least 1 project related to molluscs/crayfish identification and inventory;
- At least 3 years general experience relevant to Balkans nature;
- Proven experience in data collection, systematization and inventory of molluscs/crayfish – at least 2 papers/projects;
- Experience in other animal groups (principally other invertebrates or fish species, or other groups as amphibians and reptiles, mammals, etc) will be considered an advantage;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



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## HOW TO APPLY

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- 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](mailto:info@natura2000.rs);
- email subject: **number and title of the position you are applying for**;
- Deadline for submission of applications is **October 31<sup>st</sup>, 2019**.

**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