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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 6 – Animal Health Expert Assignment	
<b>Title of assignment</b>	Junior Non-Key Expert 6 – Animal Health expert
<b>Request No.</b>	4
<b>1. Background information</b>	
<b>1.1. Partner country</b>	The Republic of Serbia.
<b>1.2. Contracting Authority</b>	The contracting authority is the Delegation of the European Union in the Republic of Serbia (EUD) on behalf of the European Commission (EC).
<b>1.3. Background of technical assistance programme</b>	<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 29.5.2019<sup>1</sup> when addressing progress towards accession as concerns Chapter 12 states:</p> <p>Serbia is <b>moderately prepared</b> in the area of food safety, veterinary and phytosanitary policy. <b>Some progress</b> 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"><li>- Develop a comprehensive strategy for transposition, implementation and enforcement of the acquis on food safety, veterinary and phytosanitary policy;</li><li>- Substantially strengthen the administrative capacity of the veterinary, phytosanitary and national reference laboratories directorates and retain highly competent staff;</li><li>- Consistently apply and improve the risk-based approach to sanitary control at borders.</li></ul> <p>The report further states: „On <b>veterinary policy</b>, 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>

<sup>1</sup> 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 area<sup>2</sup>. 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>
<b>1.4. Background and rationale for assignment</b>	<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>

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<sup>2</sup> [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>
<b>2. Description of the assignment</b>	
<b>2.1. Overall objective</b>	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.
<b>2.2. Purpose</b>	<p>The purpose of the project is as follows:</p> <ul style="list-style-type: none"> <li>- To support the process of harmonization of legislation with EU legislation in the area of animal health and welfare;</li> <li>- 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;</li> <li>- To strengthen institutional and administrative capacities of competent authorities for enforcement of new animal health and welfare legislations.</li> </ul>
<b>2.3. Results to be achieved</b>	<p><b>Component 1 Animal welfare:</b></p> <p><b>Result 1</b> 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><b>Result 2</b> Enhanced capacities for appropriate stray dog management;</p> <p><b>Result 3</b> Strengthened administrative and structural capacities for animal welfare.</p> <p><b>Component 2 Animal health:</b></p>



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	<p><b>Result 4</b> 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><b>Result 5</b> Further improvement on biosecurity on animal holdings and support for sustainable animal health and welfare policy.</p>
<b>3. Description of expert's work</b>	
<b>3.1. Job title</b>	Junior Non-Key expert 6 – Animal Health expert
<b>3.2. Number of work days</b>	Up to 140 work days
<b>3.3. Starting date of assignment</b>	16 September 2019 or later
<b>3.4. Period of assignment</b>	September 2019 to June 2021
<b>3.5. Working hours</b>	Full-time work
<b>3.6. Location</b>	Veterinary Directorate / Department for Animal Health and Welfare - Ministry of Agriculture, Forestry and Water Management
<b>3.7. Overall objectives of the assignment</b>	<p>In collaboration with key experts, senior non-key experts and other Junior non-key experts, Junior non-key expert 6 (JNKE6) will have to perform expertise under the following activities:</p> <ul style="list-style-type: none"> <li>- <b>Activity 4.1:</b> Development of National Animal Health strategy (according to the Law on Veterinary Matters, article 49 and 50).</li> <li>- <b>Activity 4.2:</b> Further development of legal framework and prescription of preventive and control measures of transboundary and endemic animal diseases, establishment of free status for animal disease of national and regional (European) importance, in accordance with relevant EU requirements.</li> <li>- <b>Activity 4.3:</b> Support for development and implementation of monitoring and surveillance programs for animal diseases, and official controls for these programs.</li> <li>- <b>Activity 4.4:</b> Assessment of overall capacities for implementation of non-vaccination policy for CSF, and development of relevant procedures, guidelines and instructions for veterinarians, veterinary inspectors and border veterinary inspectors, farmers, traders and slaughterhouses, to improve enforcement of legislative and implementation of specific measures, according to the requirements of the national legislation and EU acquis.</li> <li>- <b>Activity 4.6:</b> Draft national Disaster Management Plan for Animals (DMPA), with guidance and procedures for response to animals, in the case major natural disasters (fires, floods, severe storms, drought, earthquakes and subsequent consequences, volcanic eruptions) for farmers and veterinarians.</li> <li>- <b>Activity 5.2:</b> Development and implementation of awareness and training programs on animal health and biosecurity.</li> </ul>
<b>3.7. Specific objectives of the assignment</b>	<p>In collaboration with key experts, senior non-key experts and other junior non key experts, JNKE6 will take the following tasks:</p> <p><b>Under Activity 4.1:</b></p> <ul style="list-style-type: none"> <li>- To support SNKE10 – PVS expert in collection and analysis of information with regards performance of Veterinary Directorate;</li> <li>- To propose road map directions and their rationale for the development of the Draft of National Animal Health Strategy;</li> </ul> <p><b>Under Activity 4.2:</b></p> <ul style="list-style-type: none"> <li>- To contribute in transposition of selected the EU legislation on animal health;</li> <li>- To contribute in preparation tables of correspondence of transposed selected legislation;</li> </ul>



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	<p><b>Under Activity 4.3:</b></p> <ul style="list-style-type: none"> <li>- To prepare Report on analysis ongoing monitoring and surveillance programmes and recommendations for upgrading;</li> </ul> <p><b>Under Activity 4.4:</b></p> <ul style="list-style-type: none"> <li>- To support of project team in collection and analysis of relevant information for the drafting of Assessment report of overall capacities for implementation of non-vaccination policy for CSF;</li> <li>- To prepare a report for the needs of development of relevant procedures, guidelines and instructions to improve enforcement of legislative and implementation of specific measures, according to the requirements of the national legislation and EU acquis for CSF;</li> </ul> <p><b>Under Activity 4.6:</b></p> <ul style="list-style-type: none"> <li>- To prepare Report on analysis of national framework for disaster management and available national disaster management plan for animals and needs for its extension;</li> <li>- To support of project team in drafting of National Disaster Management Plan for Animals (DMPA) with guidance and procedures for response to animals, in the case major natural disasters;</li> </ul> <p><b>Under Activity 5.2:</b></p> <ul style="list-style-type: none"> <li>- 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.</li> <li>- To propose topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal health and biosecurity;</li> <li>- To participate at the one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal health and biosecurity and deliver a presentation of the selected animal health and biosecurity subject;</li> <li>- To support the Project team in organization and drafting of programme of one one-day National conference 4 one-day regional seminars on animal health and biosecurity.</li> </ul>
3.8. Results of assignment	<p><b>Under Activity 4.1:</b></p> <ul style="list-style-type: none"> <li>- SNKE10 – PVS expert in collection and analysis of information with regards performance of Veterinary Directorate supported;</li> <li>- Road map directions and their rationale for the development of the Draft of National Animal Health Strategy proposed;</li> </ul> <p><b>Under Activity 4.2:</b></p> <ul style="list-style-type: none"> <li>- Selected the EU legislation on animal health transposed into national legal acts;</li> <li>- Tables of correspondence of transposed selected legislation prepared;</li> </ul> <p><b>Under Activity 4.3:</b></p> <ul style="list-style-type: none"> <li>- Report on analysis ongoing monitoring and surveillance programmes and recommendations for upgrading prepared;</li> </ul> <p><b>Under Activity 4.4:</b></p> <ul style="list-style-type: none"> <li>- Project team in collection and analysis of relevant information for the drafting of Assessment report of overall capacities for implementation of non-vaccination policy for CSF supported;</li> <li>- Report for the needs of development of relevant procedures, guidelines and instructions to improve enforcement of legislative and implementation of specific measures, according to the requirements of the national legislation and EU acquis for CSF prepared;</li> </ul> <p><b>Under Activity 4.6:</b></p>



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	<ul style="list-style-type: none"> <li>- Report on analysis of national framework for disaster management and available national disaster management plan for animals and needs for its extension prepared;</li> <li>- Project team in drafting of National Disaster Management Plan for Animals (DMPA) with guidance and procedures for response to animals, in the case major natural disasters supported;</li> </ul> <p><b>Under Activity 5.2:</b></p> <ul style="list-style-type: none"> <li>- 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;</li> <li>- Topics for one one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal health and biosecurity proposed;</li> <li>- One one-day national conference and 4 one-day regional seminars for targeted groups of stakeholders on animal health and biosecurity attended and presentation of the selected animal health and biosecurity subject prepared and delivered;</li> <li>- Project team in organization and drafting of programme of one one-day National conference 4 one-day regional seminars on animal health and biosecurity supported.</li> </ul>
<b>4. Expert profile</b>	
<b>4.1. Minimum requirements</b>	<ul style="list-style-type: none"> <li>- A relevant University degree or equivalent six (6) years of experience in his/her area of expertise in addition to the minimum defined below</li> <li>- Minimum two (2) years of experience in his/her area of expertise</li> <li>- Fluency in written and spoken English language</li> <li>- Good computer skills in Word, Excel &amp; PowerPoint, Internet etc.</li> </ul>
<b>4.2. Professional experience and skills criteria</b>	<ul style="list-style-type: none"> <li>- Previous experience working in the EU funded projects is considered as advantage;</li> <li>- Experience in the field of Animal Health and biosecurity sciences;</li> <li>- Experience in transposition of the EU legislation on Animal Health and biosecurity;</li> <li>- Experience in drafting training programmes on Animal Health and biosecurity;</li> <li>- Experience in implementation of legal provisions on animal health and biosecurity;</li> <li>- Experience in drafting visibility materials on Animal Health and biosecurity;</li> <li>- Familiarity with relevant EU &amp; OIE legislation system;</li> <li>- Experience in drafting and delivery of presentation;</li> <li>- Perceived personal qualities / communication skills / team player, etc.</li> </ul>
<b>5. Selection of expert</b>	<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>