



## VACANCY ANNOUNCEMENT

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

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 H1: SENIOR NON-KEY HABITAT AND FLORA EXPERT

#### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Habitat and Flora Expert who shall contribute in the review of existing information about flora species and habitats; to carrying out desktop analyses on habitats and flora species; to carrying out and supervising fieldwork on habitats and flora species; to developing criteria for potential pSCI, to contribute in the selection of potential Natura sites; to deciding on boundaries of sites; to contribute in the preparation of training plans (short-term, long-term); to help in the implementation of short-term training plan; to input to institutional development plan and to assist the Key Expert 2 in the field of Habitat and Flora species;

#### 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, 2, 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 habitats and flora species and identifying habitats and flora species for which further field work is needed;



- preparing a list of habitats and important flora species;
- preparing distribution maps for habitats and flora species;
- preparing plan for field survey work on the sites and species identified for further work;
- undertaking field survey work for identified habitats and flora species in the country;
- undertaking field survey work for habitats 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 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);	8
Review the Reference Lists of habitat types and plant species listed in Annex I and Annex II of the Habitats Directive per each biogeographical region;	
Elaborate the list of habitats and plant species with distribution maps including habitats and plant species sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	50
Carry out field work on habitats and flora 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 habitat types and plant species);	4
Contribute to complete Standard Data Form Natura 2000 data form for selected sites and update of National Information System for Biodiversity with collected data;	3
Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	5
Contribute to preparation of training plans;	
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 **70 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 Botany/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 botany;
- Proven experience in performing at least 2 projects related to habitat 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 flora – at least 5 papers/projects;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



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## POSITION H2: SENIOR NON-KEY EXPERT FOR FOREST HABITATS

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Forest Habitats who shall contribute to reviewing existing information; to carrying out desktop analyses on forest habitats; to carrying out and supervising fieldwork on forest habitats; to developing criteria for potential pSCI, to the selection of potential Natura sites; to deciding on boundaries of sites; to contribute with training plans development and implementation; to input to institutional development plan and to assist the Key Expert 2 in the field of Forest Habitats;

### 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:**
  - 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 forest habitats and identifying forest habitats for which further field work is needed;
  - preparing a list of habitats and most specifically habitat of forests;
  - preparing distribution maps for forest habitats;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified forest habitats in the country;
  - undertaking field survey work for habitats 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 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 forest habitat types listed in Annex I of the Habitats Directive per each biogeographical region;	
Elaborate the list of forest habitats with distribution maps including forest habitats sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	35
Carry out field work on forest habitats 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 forest habitat types);	2
Contribute to complete Standard Data Form Natura 2000 data form for selected sites and update of National Information System for Biodiversity with collected data;	5
Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	3
Provide inputs for project progress reports;	
Contribute to 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 Forestry/Biology/Ecology;
- 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 experience of general professional experience in the field of forest ecology;
- Proven experience in performing at least 2 project(s) related to habitat identification and inventory;
- At least 7 years general experience relevant to nature sector in the Western Balkans;
- Proven experience in data collection, systematization, inventory of flora and sensitive forest management – at least 5 papers/projects;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



## POSITION H3: SENIOR NON-KEY EXPERT GRASSLANDS AND CONTINENTAL STEPPE HABITATS

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert for Grasslands and Continental Steppe Habitats who shall contribute to reviewing existing information; to carrying out desktop analyses on grasslands and continental steppe habitats; to carrying out field work on grasslands and steppe habitats; to contributing to developing criteria for potential pSCI and the selection of potential Natura sites; to contribute deciding on boundaries of sites; to input to the institutional development plan and to assist the Key Expert 2 in the field of Natura 2000 habitats 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 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 grasslands and steppe habitats and identifying grasslands and steppe habitats for which further field work is needed;
  - preparing a list of grasslands and steppe habitats
  - preparing distribution maps for grasslands and steppe habitats;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified grasslands and steppe habitats in the country;
  - undertaking field survey work for habitats 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 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 habitat types listed in Annex I of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of grasslands and steppe habitats with distribution maps including grasslands and steppe habitats sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	43
Carry out field work on grasslands and steppe habitats 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 habitat types);	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 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 Forestry/Biology/Ecology;
- 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 grasslands and steppe habitats ecology or habitats identification and research;
  - Proven experience in performing at least 2 projects related to habitat identification and inventory;
  - Proven experience in data collection, systematization, inventory of flora and/or sensitive habitats management – at least 5 papers/projects;
  - At least 7 years general experience relevant to nature sector in the Western Balkans;
  - Previous experience in working with state administration and/or public institutions will be considered an advantage.





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## POSITION H4: SENIOR NON-KEY EXPERT FOR FRESHWATER HABITATS, PEATLAND, SWAMPS AND BOGLAND HABITATS

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Senior Expert in freshwater, peatland, swamps and bogland habitats who shall contribute to reviewing existing information; to carrying out desktop analyses on freshwater, peatland, swamps and bogland habitats; to carrying out field work; to contributing to developing criteria for potential pSCI and the selection of potential Natura sites; to contribute deciding on boundaries of sites; to input to institutional development plan and to assist the Key Expert 2 in the field of freshwater habitats;

### 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 3, 4 and 5.2:**
  - analysing existing data on freshwater, peatland, swamps and bogland habitats and identifying freshwater, peatland, swamps and bogland habitats for which further field work is needed;
  - preparing a list of freshwaters, peatland, swamps and bogland habitats
  - preparing distribution maps for freshwater, peatland, swamps and bogland habitats;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified freshwater, peatland, swamps and bogland habitats in the country;
  - undertaking field survey work for habitats 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 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:

<b>Task</b>	<b>WD</b>
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 habitat types listed in Annex I of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the List of freshwaters, peatland, swamps and bogland habitats with distribution maps including freshwater, peatland, swamps and bogland habitats sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	43
Carry out field work on freshwater, peatland, swamps and bogland habitats 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 habitat types);	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 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 Forestry/Biology/Ecology;
- 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 freshwater, peatland, swamps and bogland habitats ecology or habitats identification and research;
  - Proven experience in performing at least 2 projects related to habitat identification and inventory;
  - At least 7 years general experience relevant to nature sector in the Western Balkans;
  - Proven experience in data collection, systematization, inventory of flora and/or sensitive habitats management – at least 5 papers/projects;
  - Previous experience in working with state administration and/or public institutions will be considered an advantage.



## JUNIOR NON-KEY EXPERTS

### POSITION H5: JUNIOR NON-KEY HABITAT AND FLORA EXPERT

#### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Habitat and Flora Expert who shall contribute to reviewing existing information; to carrying out desktop analyses on habitats and vascular plants species; to carrying out field work on habitats and flora 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 Habitat and Flora Expert and the Key Expert 2 of the project in the field of Habitat and Flora species 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, 2, 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 habitats and flora species and identifying habitats and flora species (vascular species) for which further field work is needed;
  - contributing to the preparation of the list of habitats and important flora species;
  - contributing to the preparation of the distribution maps for habitats and flora species;
  - preparing plan for field survey work on the sites and species identified for further work;
  - undertaking field survey work for identified habitats and flora species in the country;
  - undertaking field survey work for habitats 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 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);	4
Review the Reference Lists of habitat types and flora species listed in Annex I and Annex II of the Habitats Directive per each biogeographical region;	



Contribute to elaborate the list of habitats and flora species with distribution maps including habitats and flora species 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 habitats and flora 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 habitat types and plant 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;	2
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 Botany/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 botany;
- Proven experience in performing at least 1 project related to habitat identification and inventory;
- At least 3 years general experience relevant to Balkans nature;
- Proven experience in data collection, systematization and inventory of flora – at least 2 papers/projects;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



## POSITION H6: JUNIOR NON-KEY EXPERT FOR FOREST HABITATS AND SHRUBS

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Expert for Forest Habitats who shall contribute to reviewing existing information; to carrying out desktop analyses on forest habitats; to carrying out field work on forest habitats; to contributing to developing criteria for potential pSCI and the selection of potential Natura sites; to contribute deciding on boundaries of sites; to input to institutional development plan and to cooperate with the Senior Non-Key Expert for Forest Habitats in the field of forest habitats preparations;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1 and 2 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) and within the following project activities with reference to the project ToR:

▪ **Result 1 - Tasks 3, 4 and 5.2:**

- analysing existing data on forest habitats and identifying forest habitats for which further field work is needed;
- preparing a list of forest habitats
- preparing distribution maps for forest habitats;
- preparing plan for field survey work on the sites and species identified for further work;
- undertaking field survey work for identified forest habitats in the country;
- undertaking field survey work for habitats 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;
- necessary data attribute harmonization.

### 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 habitat types listed in Annex I of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the List of forest habitats with distribution maps including forest habitats sites in need for further field work based on existing data;	
Contribute to the elaboration of field work planning;	38
Carry out field work on forest habitats 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 habitat types);	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;	3
Participate on workshops during the project in close cooperation with Contracting Authority and Beneficiaries;	3
Provide inputs for project progress reports;	
Contribute to 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 Forestry/Biology/Ecology;
- 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 forest ecology;
- Proven experience in performing at least 1 project related to habitat identification and inventory;
- At least 3 years general experience relevant to Balkans nature;
- Proven experience in data collection, systematization, inventory of flora and/or sensitive forest management – at least 2 papers/projects;
- Previous experience in working with state administration and/or public institutions will be considered an advantage.



## POSITION H7: JUNIOR NON-KEY EXPERT FOR ROCKY HABITATS

### 1. OVERALL PURPOSE OF THE ASSIGNMENT

The project “EU for Natura 2000 in Serbia” is looking for a Junior Expert in rocky habitats who shall contribute to reviewing existing information; to carrying out desktop analyses on rocky habitats; to carrying out field work; to contributing to developing criteria for potential pSCI and the selection of potential Natura sites; to contribute deciding on boundaries of sites; to input to institutional development plan and to cooperate with the Senior Non-Key Expert for Habitats and Flora species in the field of Natura 2000 habitats preparations;

### 2. SCOPE OF WORK

The expert will be engaged within Result 1 and 2 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) and within the following project activities with reference to the project ToR:

▪ **Result 1 - Tasks 3, 4 and 5.2:**

- analysing existing data on rocky habitats and identifying rocky habitats for which further field work is needed;
- preparing a list of rocky habitats
- preparing distribution maps for rocky habitats;
- preparing plan for field survey work on the sites and species identified for further work;
- undertaking field survey work for identified rocky habitats in the country;
- undertaking field survey work for habitats 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;
- necessary data attribute harmonization.

### 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 habitat types listed in Annex I of the Habitats Directive per each biogeographical region;	
Contribute to elaborate the list of rocky habitats with distribution maps including rocky habitats 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 rocky habitats 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 habitat types);	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 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 Forestry/Biology/Ecology;
- 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 rocky habitats ecology or habitats identification and research;
- Proven experience in performing at least 1 project related to habitat identification and inventory;
- At least 3 years general experience relevant to Balkans nature;
- Proven experience in data collection, systematization, inventory of flora and/or sensitive habitats management – at least 2 papers/projects;
- 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