



Policy and Legal Advice Centre (PLAC IV)

Terms of Reference (ToR) for a Short-Term assignment

No. 32

Technical assistance requested:	One (1) Senior Non-Key Expert (NKE) and one (1) Junior Non-Key Expert in the area of Ch. 27 – Soil protection - preparing amendments to the Soil Protection Program and a Rulebook on the content and method of creating the erosion map
Project Title:	Policy and Legal Advice Centre (PLAC IV), Serbia
Ref:	NEAR/BEG/2023/EA-RP/0175
Service Contract No:	(CRIS) 2024/453-315
Main project beneficiary:	Ministry of European Integration (MEI)
Direct beneficiary of the assignment:	Ministry of Environmental Protection (MEP)
Content of the assignment:	Technical assistance in drafting legal acts needed for transposing the EU Soil Strategy for 2030 - Reaping the benefits of healthy soils for people, food, nature and climate (COM/2021/699final): <ol style="list-style-type: none"> 1. The Soil Protection Program 2. Rulebook on the content and method of creating the erosion map
Budget Line/Expert category	Non-Key Short-Term Senior Expert Non-Key Short-Term Junior Expert
Duration of the assignment	Senior NKE 30 working days and Junior NKE 20 working days, to be spent in the period May 2025 – November 2025

1. Background information in relation to the PLAC IV project

The overall objective of the PLAC IV is for the Serbian administration to effectively conduct accession negotiations and successfully manage overall EU integration and pre-accession assistance geared towards EU membership.

The purpose of the project is to achieve a high level of effective alignment of national legislation with the Union acquis and its implementation.

PLAC IV should achieve two results:

- R1: Enhanced compatibility of national legislation with EU legislation and its effective implementation.
- R2: Enhanced capacities of relevant national structures for successful carrying out of accession negotiations

The former [Thematic Strategy for Soil Protection](#) [COM(2006) 231 final] and a proposal for a framework Directive for soil protection have been largely transposed into Serbian legislation. The Soil Protection Law (*Official Gazette RS*, No 112/2015) and a set of bylaws have been enacted to ensure soil functions and protect the soil while using it sustainably through the prevention of further degradation, the preservation of soil function, and the restoration of degraded soils.

The EU Soil Strategy for 2030 [SWD(2021)323 final] sets out a framework and concrete measures to protect and restore soils and ensure they are used sustainably. It sets a vision and objectives to achieve healthy soils by 2050, with concrete actions by 2030. It also announces a new Soil Monitoring Law - Proposal for a Directive on Soil Monitoring and Resilience (Soil Health Law) (COM/2023/416 final), to ensure a level playing field and a high level of environmental and health protection through the EU Action Plan: 'Towards Zero Pollution for Air, Water and Soil'. In the context of ensuring an EU-harmonised soil protection policy, it is necessary to establish a legal framework for the Serbian Soil Protection Program with an Action Plan by amending the Soil Protection Program and providing legal assistance in drafting the Rulebook on the content and method of creating an erosion map.

The goal is to ensure that all soil ecosystems in Serbia are healthy and resilient by 2050.

There is no overlapping between this project and any ongoing and/or planned assistance projects for the activities covered by this ToR.

2. Description of the assignment

a. Specific objectives

The specific objective of this assignment is to assist the Ministry of Environmental Protection - MEP in fully aligning national legal acts with EU acquis in the field of sustainable land management for the transposition of the EU Soil Strategy for 2030 COM/2021/699 final. To realise this objective, MEP requires the assistance of experts in designing the legislative framework for the coordination and operation of a central body/authority that authorises, monitors and controls all streams of soil protection. The experts will also assist the MEP in determining principles and guidelines according to which systemic reform in the field of sustainable land management will be implemented. This will enable a systemic approach to the climate adaptation process and land neutrality achievement. To achieve this goal, soil fertility must be protected, erosion and sealing reduced, organic matter increased, contaminated sites identified, degraded soils restored, and their good ecological status defined.

The experts will assist MEP in drafting legal acts for the transposition of the EU Soil Strategy for 2030 COM (2021) 699 final (2022/C 290/21), that is:

- The Soil Protection Program,
- Rulebook on the content and method of creating the erosion map

The Soil Protection Program must contain the following elements:

- 1) a review and analysis of the current situation;
- 2) a description of the desired change to be achieved, its elements and their cause-and-effect relationships;
- 3) general and specific policy objectives to be achieved;
- 4) concepts/elaboration of possible groups of policy measures that represent mutually exclusive options for achieving the specific objectives of the policy concept;
- 5) the results of the conducted analysis of the effects for each of the considered options;
- 6) the results of the consultation process and additional analyses of the effects of the considered options based on the consultations;
- 7) a proposal and justification for the selected option and the method of its implementation, including a review of possible measures proposed as the most effective way to solve the identified problems and achieve the desired change;
- 8) a deadline for completion of the planned measures and activities;
- 9) funds required for the implementation of the measures, specifying the sources of financing for the funds provided;
- 10) performance indicators at the level of public policy measures and, if necessary, at the level of activities;
- 11) information on regulations that should be adopted or amended to implement public policy measures.

The erosion map for the territory of the Republic of Serbia is a set of information on the erosion status in state territory. The erosion map is produced by forming a zero, primary and secondary database in accordance with the MPE (MultiPhase Extraction) and RUSLE (Revised Universal Soil Loss Equation). The erosion map shows data on erosion type, erosion production (soil loss) and sediment transport, with precise spatial identification. **The Rulebook on the content and method of creating the erosion map** must contain the following elements:

- 1) mathematical elements;
- 2) geographical elements;
- 3) supplementary elements;
- 4) numerical elements;
- 5) an interpreter (accompanying element).

The accompanying element of the erosion map is the Interpreter, which contains:

- 1) a description of the methods and techniques used;
- 2) detailed explanations of the quality and type of metadata relating to the zero and primary databases;
- 3) the method of harmonisation and processing of primary databases;
- 4) a description of relevant numerical indicators relating to erosion production.

b. Requested services

The Senior NKE is expected to provide the following services:

- a) Prepare a legal gap analysis
- b) Assist the beneficiaries in drafting the amendments to the Soil Protection Program and Rulebook on the content and method of creating the erosion map

The Junior NKE is expected to provide the following services:

- a) Assist the Senior NKE in preparing a legal gap analysis;
- b) Assist the Senior NKE in drafting the amendments to the Soil Protection Program and the Rulebook on the content and method of creating the erosion map

c. Outputs

The outputs delivered by the NKE shall be, as follows:

- Legal gap analysis prepared;
- Draft legal acts prepared: the amendments to the Soil Protection Program and the Rulebook on the content and method of creating an erosion map.

d. Reporting

The NKE shall provide the following reports by using the templates of the Project:

- Brief Mission Report with a description of activities and outputs provided at the end of each month, in which tasks under this assignment have been carried out,
- Final Mission Report no later than one week after completing tasks under this assignment. This report will include a description of all activities and outputs provided by the NKE in the context of this assignment.

Submission of reports:

- All reports prepared to the relevant quality shall be submitted to the Project Team Leader for review, comments, and final approval. The reports shall be signed by the NKE and the Team Leader responsible for endorsing them.
- The reports and all prepared documents shall be submitted to the Project Team Leader in hard copy and electronic form.

e. Specifics

Both NKEs shall collaborate with the Project Technical Assistance Team during the assignment. The senior NKE is responsible for coordinating work and deliverables. The Team Leader may adjust the NKE's activities and outputs mentioned above at any stage in the project's implementation, depending on the evolving needs of the Project and the main beneficiary.

The Senior NKE shall ensure that drafting activities and the training implementation are aligned with the Ministry of Environmental Protection. The Senior NKE shall closely coordinate the activities with assigned representatives of the institutions and others, as relevant, to ensure that aspects related to implications of EU integration for Serbia are incorporated into all activities carried out by the Project.



3. Expert's input

Total working days	30 Senior Working Days (WDs) and 20 Junior WDs have been planned for this assignment.
Period of the assignment	May 2025 – November 2025
Starting day	The work is expected to be performed from May 2025 onward. However, the exact starting date will be agreed upon later.
Location/place of assignment	The base of operation will be in Belgrade, Serbia, and the Project will provide office facilities.
Working language	English/ Serbian

4. Expert's profile

Senior NKE	
Qualification and skills (25 points)	<ul style="list-style-type: none"> • A level of education corresponding to completed university studies of at least 4 (four) years attested by a diploma such as law, environmental law, geology, soil science, or similar relevant to the assignment; an advanced degree is preferable • Computer literacy • Be proficient in report drafting • Excellent communication and analytical skills • Proficiency in English language • Be independent and free from conflicts of interest in the responsibilities they take on
General professional experience (25 points)	<ul style="list-style-type: none"> • At least 8 (eight) years of general postgraduate professional experience related to the Union acquis, gained in an EU member state, candidate or potential candidate country.
Specific professional experience (50 points)	<ul style="list-style-type: none"> • At least 5 (five) years of postgraduate professional experience in an EU member state or candidate country related to harmonisation of national to EU legislation; • Postgraduate professional experience concerning Union acquis in soil science or environmental protection gained in an EU member state or candidate country will be an advantage; • Previous professional experience and/or knowledge of the Serbian legal system will be an advantage; • Knowledge of the Serbian language will be an advantage.



Junior NKE	
Qualification and skills (25 points)	<ul style="list-style-type: none"> • A level of education which corresponds to completed university studies of at least 4 (four) years attested by a diploma such as law, environmental law, geology, soil science, or similar relevant to the assignment; an advanced degree is preferable • Computer literacy • Be proficient in report drafting • Excellent communication and analytical skills • Proficiency in English • Be independent and free from conflicts of interest in the responsibilities they take on
General professional experience (25 points)	At least 5 (five) years of general postgraduate professional experience related to the Union acquis, gained in an EU member state, candidate or potential candidate country.
Specific professional experience (50 points)	<ul style="list-style-type: none"> • At least 2 (two) years of postgraduate professional experience in an EU member state or candidate country related to national to-EU legislation harmonisation. • Postgraduate professional experience in relation to Union acquis in the area of soil protection acquired in an EU member state or candidate country will be an advantage. • Previous professional experience and/or knowledge of the Serbian legal system will be an advantage. • Knowledge of the Serbian language will be considered an advantage.

5. Applications

Applications (EU format CV in English using this format:

www.ibf.be/public/events/17822/TEMPLATE_CV_EN_for_online_applications.docx) need to be submitted by e-mail to domi@ibf.be with a copy to bortolameazzi@ibf.be no later than **17:00 hrs, 23 April 2025**, titled: "Application for the position – Senior/junior Non-Key Expert in the area of Ch. 27 – Soil Protection"

References must be available on request. Only short-listed candidates will be contacted.

The Project is an equal opportunity employer that encourages applications from women and minorities. All applications will be considered strictly confidential.

The advertised post is unavailable to civil servants or other public administration officials in Serbia, the beneficiary country.

For more information, please contact the Project Director at IBF: bortolameazzi@ibf.be.