

CALL FOR CONSULTANCY N°20/2025_SPA/RAC_FishEBM Med

TERMS OF REFERENCE FOR THE PROVISION OF CONSULTANCY SERVICES

National Coordinator for the Development and Implementation of the Pilot NAP+ and Investment Plan in Montenegro

Octobre 2025

This call for consultancy document is available only in English.

TECHNICAL SPECIFICATIONS

I- CONTEXT AND JUSTIFICATION

1.1. The Specially Protected Areas Regional Activity

The Specially Protected Areas Regional Activity Centre (SPA/RAC) was established by the Contracting Parties to the Barcelona Convention in order to assist the Mediterranean countries in implementing the Protocol concerning Specially Protected Areas and Biological Diversity in the Mediterranean (SPA/BD Protocol) of the Barcelona Convention². Tunisia has been hosting the Centre since its establishment in 1985.

The Centre works under the auspices of the United Nations Environment Programme / Mediterranean Action Plan (UNEP/MAP) - Barcelona Convention Secretariat, based in Athens, Greece.

SPA/RAC's main objective is to contribute to the protection, preservation and sustainable management of marine and coastal biological diversity in the Mediterranean and, in particular, the creation and effective management of marine and coastal areas of particular natural and cultural value and the conservation of threatened and endangered species of flora and fauna in the Mediterranean.

For more information, please consult: www.spa-rac.org.

1.2. The FishEBM Med project

The Fisheries and Ecosystem Based Management for the Blue Economy of the Mediterranean ([FishEBM MED](#)) project addresses the complex dynamics of fisheries management in the Mediterranean, a region historically intertwined with fishing activities across various scales. Industrial, semi-industrial, and small-scale fisheries (SSF) coexist, utilizing diverse fishing gear to exploit the region's rich marine biodiversity. Unlike other fishing areas with focused operations on select stocks, the Mediterranean's fisheries exploit a wide array of benthic and pelagic species, as well as mollusks and crustaceans, shared among littoral states. This necessitates strong cooperation for sustainable management. Despite its significance, the fishery sector has often been overshadowed by emerging sectors like tourism and energy. Nonetheless, it remains vital for livelihoods, nutrition, and coastal community resilience.

Recognizing the increasing pressures on Mediterranean stocks, the project emphasizes an ecosystem approach to fisheries management. It aims to contribute to reversing the over-exploitation of select commercial living marine resources by enhancing the capacity of Mediterranean countries to manage fisheries, including through the application of ecosystem-based management tools, in their blue economy development pathway.

FishEBM MED is a collaborative effort led by the Food and Agriculture Organization (FAO) and the United Nations Environment Programme (UNEP), with execution facilitated by the General Fisheries Commission for the Mediterranean (GFCM) and the Mediterranean Action Plan (MAP) under the Barcelona Convention, through the Specially Protected Areas Regional Activity Centre (SPA/RAC). The project receives funding from the GEF Trust Fund and operates in Albania, Algeria, Bosnia and Herzegovina, Lebanon, Libya, Montenegro, Morocco, Tunisia, and Türkiye. Through these concerted efforts, FishEBM MED aims to foster a sustainable future for Mediterranean fisheries while promoting the broader blue economy agenda.

In Montenegro, the project supports the elaboration of a National Action Plan Plus (NAP+) with an investment plan, aligned with the Post-2020 SAPBIO, that specifically integrates the blue economy approach. It will use a "blue economy lens," meaning it views the fishery sector as part of a larger economic and environmental system. The project will initiate at least one agreed pilot activity.

II- OBJECTIVE

Under Component 4 of the FishEBM Med project, "Innovative Blue Economy Solutions Accounting for the Fishery Sector," particularly Outputs 4.3 and 4.4, as well as Output 5.1, the objective of this assignment is to assist SPA/RAC and the Ministry in charge of Environment in Montenegro in:

- elaborating and facilitating the endorsement the NAP+ and its investment plan
- providing support to the implementation of at least one agreed pilot action
- facilitating the creation of a national public-private partnership; and the establishment of the national FishEBM Med/Post-2020 SAPBIO stakeholders' platform.

III- TASKS TO BE UNDERTAKEN

The consultant is expected to carry out the following tasks in close coordination with SPA/RAC, the FishEBM national focal point in Montenegro, and a team of regional experts to be hired, (on fisheries and blue economy, on fisheries and marine ecosystem), and a national blue economy consultant:

1. Coordination of the NAP+ Elaboration and Endorsement Process

- Facilitate and coordinate the drafting of pilot NAP+ and its investment plan, ensuring alignment with national priorities and regional frameworks (Post-2020 SAPBIO, GFCM 2030 Strategy ...). The elaboration of the NAP+ and its investment plan will be undertaken by a national consultant to be hired.
- Support the collection and analysis of data on blue economy sectors' potential and constraints. This study will be undertaken by the national blue economy consultant
- Organize and facilitate national consultation meetings and workshops involving public institutions, private sector stakeholders, and civil society organizations (at least three (3)).
- Liaise with national authorities to secure engagement and formal endorsement of the NAP+.
- Contribute to the presentation and illustration of the NAP+ and investment plan to decision-makers to support endorsement.

2. Contribution to the Implementation of Pilot Action

- Identify at least one pilot action aligned with the NAP+ objectives and investment priorities.
- Coordinate and oversee the implementation of the selected pilot action(s) with relevant national and local partners.
- Monitor progress and assess the impacts of the pilot action(s), providing recommendations for scaling up or replication.

3. Support the establishment of a Public-Private Blue Economy Partnership

- Identify key private sector actors and engage them in sustainable blue economy dialogue.
- Facilitate collaboration between public and private sector to promote innovative and sustainable blue economy initiatives.
- Contribute to defining a governance framework to guide public-private cooperation and investment.

4. Establishment of the National FishEBM Med / Post-2020 SAPBIO Stakeholders Platform

- Support the design and establishment of the platform, including its objectives and operational structure.
- Engage relevant national stakeholders through the organisation of meetings and workshops.
- Ensure coordination and alignment with existing regional and international initiatives related to marine biodiversity and blue economy governance.

5. Monitoring, Reporting, and Communication

- Prepare regular progress reports and contribute to final technical reports.
- Prepare the minutes of all meetings and workshops.
- Ensure the administrative coordination and operational follow-up of the LoA between SPA/RAC and the Ministry in charge of the environment, including support in procurement processes, preparation of contracts, logistical arrangements, and transmission of invoices to SPA/RAC for payment.
- Ensure the translation of key strategic documents into Montenegrin.
- Document and disseminate lessons learned, success stories, and best practices to stakeholders.

- Provide content (summaries, photos, presentations) to feed SPA/RAC's communication channels and regional events.

The organisation of the national consultation workshops/meeting will be taken in charge by SPA/RAC through specific Agreement to be concluded with the Ministry in charge of Environment in Montenegro.

IV- EXPECTED DELIVERABLES

By the end of the assignment, the National Coordinator is expected to deliver (in English and Montenegrin, as relevant):

- Detailed work plan and timeline for the NAP+ endorsement process.
- Reports of national workshops, consultation meetings, and stakeholder engagements.
- Contributions to the pilot NAP+ draft and investment plan.
- List and brief description of identified pilot actions and their implementation status.
- Progress reports summarizing activities, challenges, and achievements (quarterly).
- Documentation of the establishment and launch of the national FishEBM Med / SAPBIO stakeholder platform.
- Short communication materials (texts, photos, slides) highlighting key achievements and best practices.
- Final summary report detailing all activities, lessons learned, and recommendations for follow-up.

V- TERMS AND CONDITIONS OF EMPLOYMENT

- Given the national scope of the assignment, the consultant must be a resident of Montenegro. However, travel within Montenegro is expected.
- The selected candidate is expected to start in **November 2025**.
- The contract will have a duration of **12 months**, until the project's completion in November 2026, subject to a 3-month probation period from the date of signing and satisfactory performance.
- The consultant's deliverables and submission schedule must be aligned with the project's implementation timeline.
- The National Coordinator will work full-time remotely from Montenegro.

VI- SUPERVISION AND COLLABORATION

The National Coordinator will work under the direct supervision of the FishEBM Med Project Coordinator and team members and the Project National Focal Point in Montenegro at the ministry in charge of Environment in Montenegro.

He/she will work in close coordination with a team of experts to be hired, including a fisheries and blue economy expert, a fisheries and marine ecosystem expert, and a national blue economy consultant, as appropriate.

VII- REQUIRED SKILLS AND EXPERIENCE

The consultant should meet the following criteria:

- Advanced university degree (Master's or PhD) in marine sciences, fisheries management, environmental economics, blue economy, natural resource management, or a related field.
- Minimum 5 years of relevant experience in fisheries management, blue economy, marine conservation, or sustainable development.
- Proven experience in developing and implementing national policies, strategies, or action plans related to environment fisheries, blue economy, or marine ecosystem management.
- Experience in stakeholder engagement and consultation processes, particularly with government institutions, private sector actors, and civil society organizations.

- Previous involvement in project coordination and implementation
- Strong understanding of blue economy principles, sustainable fisheries, and marine resource governance.
- Knowledge of investment planning and financing mechanisms for blue economy initiatives is an advantage.
- Familiarity with regional frameworks and strategies, such as Barcelona Convention, SAPBIO post 2020, GFCM 2030 Strategy for sustainable fisheries and aquaculture in the Mediterranean and the Black Sea and EU Blue Growth policies.
- Experience in data analysis, policy development, and strategic planning in the field of fisheries and marine ecosystems.
- Excellent written and oral communication skills in English and Montenegrin
- Ability to moderate discussions and lead multi-stakeholder meetings and conduct workshops
- Strong organizational and time management skills, with the ability to manage multiple tasks and meet deadlines.
- Ability to work effectively with multidisciplinary teams, including government agencies, NGOs, international organizations, and private sector representatives.
- Capacity to adapt to evolving project needs and national priorities.

VIII- Remuneration

The expected gross salary range for this role is \$1,000 - \$1,500 per month.

IX- SUBMISSION

Proposals must be received electronically at the following e-mail address: procurement@spa-rac.org. The deadline of the submission is 10 November 2025 at 11:59 PM (Tunis time). E-mails should have the following subject:

CALL FOR CONSULTANCY N°20/2025_SPA/RAC_FishEBM - National Coordinator for the Development and Implementation of the Pilot NAP+ and Investment Plan in Montenegro – ‘Applicant name’

Proposals received after this deadline will not be considered.

X- APPLICATION PROCEDURE

The application package must include:

- A cover letter describing the candidate's suitability for the position (in English);
- A copy of the candidate's National identification ID card or the passport;
- A detailed curriculum vitae (in English) including a short biography, the total number of years of professional experience, a list of relevant projects or assignments, key competencies, and technical skills;
- Certified copies of obtained university degrees and any documents verifying the candidate's relevant experience for the position (work certificates, internship certificates, etc.);
- Contact details of three (03) professional references (name, first name, position, organization, email, phone number).

Incomplete applications will not be considered.

XI- EVALUATION PROCEDURE

Only candidates selected for evaluation **will be contacted**. An initial selection of up to three qualified candidates will be made based on the information submitted in the application package (CV and cover letter) according to the evaluation criteria of this offer.

The evaluation of the candidates may include an oral interview for technical and substantive skills assessment.