

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES - INDIVIDUAL CONSULTANT - LOCAL)**

Republic of North Macedonia

Ministry of Agriculture, Forestry and Water Economy

Zletovica Productivity through Irrigation and Renewable Energy Project (PIREP)

Grant No.: TF0D2152

Assignment Title: Environmental and Social Specialist – Project Implementation Unit

Reference No.: PIREP-IC-08

The Republic of North Macedonia has received financing from the World Bank, acting as trustee of the Grant Facility for Project Preparation (GFPP), for the preparation of the Zletovica Productivity through Irrigation and Renewable Energy Project (PIREP), and intends to apply part of the proceeds for consulting services. The Ministry of Agriculture, Forestry and Water Economy (MAFWE), through its Project Implementation Unit (PIU), is responsible for implementation of the grant.

The preparation grant supports the updating of technical and hydraulic studies, dam safety documentation, transboundary-water analyses, and environmental and social instruments for Phases II and III of the Zletovica Hydrosystem, comprising irrigation development and hydropower generation. The PIU implements the grant in close coordination with the Public Enterprise for Water Management Activities HS “Zletovica”–Probištip (PE HS Zletovica), which provides technical leadership, data, access to facilities and institutional support.

The objective of the assignment is to ensure that environmental and social considerations are systematically integrated into: (i) the planning and implementation of GFPP-financed studies, surveys, investigations, and other preparatory activities; and (ii) the technical, environmental, social, permitting, procurement, and institutional preparation of the proposed World Bank-financed investment for Phases II and III. The Specialist will support compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Standards (ESSs) determined to be relevant through project screening and assessment, the World Bank Group Environmental, Health and Safety Guidelines, applicable good international industry practice, World Bank Operational Policy OP 7.50 on Projects on International Waterways, as applicable, and the environmental and social legislation of North Macedonia.

The assignment will cover integrated environmental and social risk management, while recognizing that specialized technical inputs may be required for complex subjects. Particular emphasis will be placed on environmental and social assessment, biodiversity and natural-habitat protection, environmental flows and water quality, pollution prevention, land and livelihood impacts, labor and working conditions, stakeholder engagement and grievance management, dam and community safety, climate resilience, cumulative and transboundary impacts, cultural heritage, and incorporation of mitigation measures into designs, cost estimates, bidding documents, contracts, and supervision arrangements.

The Environmental and Social Specialist will serve as the Project Implementation Unit’s principal environmental and social focal point and will support the unit in managing

environmental and social risks associated with GFPP-financed preparatory activities and the proposed Zletovica irrigation and hydropower investments, ensuring compliance with national legislation, the World Bank Environmental and Social Framework, relevant Environmental and Social Standards, and applicable requirements on international waterways. Responsibilities will include screening project activities; reviewing and quality-assuring environmental and social assessments and management instruments; integrating mitigation measures into technical designs, bidding documents and implementation arrangements; and addressing water resources, biodiversity, climate, cumulative impacts, land acquisition, labor and community safety considerations, in coordination with technical and dam-safety experts. The Specialist will monitor preparatory field activities and corrective actions, support incident reporting, coordinate stakeholder engagement and grievance management, track environmental and social commitments and permitting requirements, liaise with competent authorities and the World Bank, and provide training, technical advice and reporting to strengthen the PIU's and PE HS Zletovica's capacity for project preparation and implementation.

The Specialist will report directly to the PIU Coordinator and will work in close coordination with PE HS Zletovica management and technical staff, World Bank environmental and social specialists, consultants preparing technical and environmental and social documentation, and relevant national and local authorities. PE HS Zletovica and other stakeholders will provide inputs through the PIU Coordinator to maintain a clear and consistent reporting line.

The assignment will be full-time for twelve (12) months during the GFPP-funded preparation period. The duty station will be agreed with the PIU and specified in the contract. The Specialist will be expected to work regularly from PE HS Zletovica offices and undertake travel to PIU office, project sites, communities, government institutions, and meetings elsewhere in North Macedonia as required.

The complete Terms of Reference (TOR) for the assignment are included in Annex 1 to this Request for Expressions of Interest and form an integral part of it.

MAFWE now invites eligible individuals ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information (curriculum vitae and references in English language only) demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

- Advanced university degree (master's degree or equivalent) in environmental engineering, environmental or social science, ecology, civil/water engineering with a strong environmental specialization, or another directly relevant discipline.
- Additional education or training in social impact assessment, stakeholder engagement, occupational health and safety, biodiversity, water resources, dam safety or World Bank environmental and social requirements will be an advantage.
- At least seven (7) years of relevant professional experience in environmental and social impact assessment, environmental management, social risk management, or environmental and social supervision of infrastructure projects.
- Demonstrated experience preparing or reviewing ESIA's, ESMPs or ESMFs, stakeholder-engagement instruments, labor-management measures, land-acquisition or resettlement instruments, and specialized environmental or social studies for complex infrastructure projects.

- Relevant experience in the water sector—preferably involving dams, reservoirs, irrigation, hydropower, river-basin management, or water-supply infrastructure—is required.
- Demonstrated knowledge of biodiversity and natural-habitat assessment, environmental flows, water quality, pollution prevention, climate resilience, cumulative impacts, land and livelihood risks, stakeholder engagement, labor and working conditions, and occupational and community health and safety.
- Experience with World Bank-financed or other multilateral development bank-financed projects and good working knowledge of the World Bank ESF or a comparable framework is strongly preferred.
- Experience integrating environmental and social requirements into designs, cost estimates, bidding documents, contracts, and supervision arrangements is required.
- Knowledge of North Macedonia's environmental, water, nature-protection, land, EIA, permitting, and construction-related regulatory framework is required.
- Experience working with public institutions, public enterprises, affected communities, and multidisciplinary technical teams is required.
- Strong analytical, review, drafting, and reporting skills, with the ability to translate environmental and social requirements into practical design, procurement, permitting, and implementation measures.
- Excellent communication, consultation, facilitation, and coordination skills, including the ability to work effectively with government institutions, technical consultants, local authorities, workers, and affected communities.
- Ability to manage several workstreams, meet deadlines, identify decision points, and maintain clear and auditable records.
- Full professional proficiency in written and spoken Macedonian and English sufficient to prepare, review, and present all contractual deliverables in both languages. Knowledge of Albanian will be considered an advantage where relevant to stakeholder engagement.
- High professional integrity, independence of judgment, respect for confidentiality and personal data, and commitment to environmental and social sustainability.

The attention of interested Consultants is drawn to paragraphs 3.15, 3.16 and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers, Seventh Edition, September 2025 ("Procurement Regulations"), setting forth the World Bank's policies on conflict of interest and unfair competitive advantage.

A Consultant will be selected in accordance with the Open Competitive Selection of Individual Consultants method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours from 08:00 to 16:00, Skopje local time.

Expressions of interest must be delivered in a written form to the address stated below (in person, by mail or by e-mail) by Tuesday, October 27, 2026, 12:00 Skopje local time.

Ministry of Agriculture, Forestry and Water Economy
Zletovica Productivity through Irrigation and Renewable Energy Project (PIREP)

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