

## **TERMS OF REFERENCE**

### **Expert on Energy Markets reform (electricity market) (Category 2)**

**ToR Date of Issuance: October 16, 2024**

**Due Date for Applications: October 31, 2024**

#### **1. Objective(s) and Linkages to Reforms**

The Recovery and Reform Support Team (RST) at the Ministry of Energy of Ukraine (the Ministry) is a group of Ukrainian professionals (non-civil servants) funded on a temporary basis through the Ukraine Recovery and Reform Architecture (URA)<sup>1</sup> programme that provides targeted technical support and assists the Ministry in the design and implementation of priority reforms. The RST at the Ministry was launched in 2021 to assist the Ministry with the implementation of priority reforms in the following areas: an integrated approach to the formulation of energy policy, ensuring efficient operation of energy markets, coal industry reform, improving energy efficiency, implementation of the National Emission Reduction Plan, public administration reform and capacity building.

Since February 2022, the RST has also assisted the Ministry in ensuring the stability of the energy system in the context of heavy damages inflicted on its critical infrastructure by the ongoing war in Ukraine. The team provides coordination, analytical and expert support to the Ministry in areas such as evaluation of damages, repair of critical infrastructure, formulation of energy sector-related recovery plans and cooperation with international partners.

#### **2. Position and Reporting Lines**

The Expert on Energy Markets Reform (electricity market) will be a full-time consultant in the RST at the Ministry.

The Expert will be responsible for:

- coordination and facilitation of Energy Markets Reform implementation process, focusing on electricity market reform and the market and sector coupling aspects;
- support in consulting services and preparation of drafts of policy papers, analytical materials, and roadmaps;
- cooperation with relevant departments of the Ministry and other stakeholders, chiefly the sector regulator;
- providing support to capacity building in the Ministry.

The Expert on Energy Markets Reform (electricity market) will be subordinated to and coordinated by the Senior Project Manager on Energy Markets Reform.

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<sup>1</sup> Ukraine Recovery and Reform Architecture (URA) is a comprehensive technical assistance programme deployed by the European Bank for Reconstruction and Development (EBRD), in partnership with the European Union, to support critical reform processes in Ukraine. URA is financed from the Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA) managed by the EBRD.

The Expert will work in close cooperation with the relevant departments of the Ministry and the sector regulator.

### **3. Duration and Proposed Timeframe**

This consultancy assignment is expected to start in November 2024 with an estimated overall duration until August, 2025. The duration of the assignment will depend on the availability of funding, the needs of the URA programme and the performance of the selected consultant.

### **4. Main Duties, Responsibilities**

The consultant will be expected to assist with:

- providing analytical support in drafting legislation necessary for Ukraine's integration into the EU energy markets;
- preparing analytical papers, reports, presentations, and other materials regarding, but not limited to:
  - o the functioning of the domestic energy market, including status of liberalisation efforts, competition and transparency, as well as the tracking of main reforms of state-owned enterprises in the energy sector;
  - o integration of the Ukrainian electricity market to the EU energy markets – notably implementation of regulatory framework for the integration of the electricity market in accordance with the EU acquis in the electricity sector and the Electricity Integration Package of the Energy Community;
  - o overcoming the debt crisis in the energy markets using market mechanisms;
  - o analysis of European experience in supporting energy poor and vulnerable customers, and gradual PSO phase-out;
  - o
- providing expert support in:
  - o the analysis of regulation and practical implementation of various elements of advanced electricity markets, comparing them to the Ukrainian law and practice;
  - o the analysis of reforms in pricing, including towards cost-reflective prices and tariffs, and rationalization/gradual phase-out of PSO, to ensure financial sustainability of the energy sector;
  - o the design of solutions for improving the legislation and market functioning in Ukraine, including as regards liberalisation, fostering competition, ensuring transparency (market monitoring, compliance enforcement, and anti-monopoly practices), market coupling, and other matters relevant for both proper market operation and EU integration;
  - o the design of mechanisms for integrating renewable energy sources into the market, ensuring grid stability, and promoting investment in clean energy.
- monitoring and evaluating changes to laws and secondary legislation (Parliament, National Energy and Regulatory Commission, Cabinet of Ministers of Ukraine);
- regular monitoring, reporting and evaluation of the electricity market development in the EU;
- supporting the engagement of relevant stakeholders (experts, government officials, donors, etc.) with energy market reform and EU integration agendas;
- supporting the cooperation with relevant departments of Ministry and other stakeholders;
- performing other tasks and responsibilities as assigned by the Senior Project Manager and RST Director.

## **5. Qualifications, Skills and Experience**

### **5.1 Qualifications and Skills**

- Master's degree in Energy, Engineering, Finance, Economics, Law or Ecology;
- Advanced understanding of, and practical professional ability to work with, the energy sector and markets;
- strong analytical skills with the ability to interpret complex legal, commercial and financial information;
- strong teamwork and communication skills;
- fluency in Ukrainian and English;
- PC literacy.

### **5.2 Professional Experience**

- minimum 5 years of general professional experience;
- minimum 3 years of experience in one or more areas related to the energy sector (electricity, climate and environmental policy, energy efficiency, etc.);
- experience in analytical work, preparation of presentation materials;
- experience working on energy market reforms and providing analysis of regulatory documents, electricity market rules and codes related to Ukraine's energy market liberalisation and reform and/or to EU's energy markets is an asset;
- experience in reviewing and/or drafting primary and secondary legislation on energy markets is an asset.

### **5.3 Other competencies:**

- familiarity with the reform agenda in Ukraine and understanding of the policy formulation process is an asset;
- experience in cooperation with the government institutions is an asset;
- experience in international companies, organizations or institutions is an asset;
- impeccable ethical standards.

## **6. Funding Source**

The funding source of this assignment is the EBRD Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA). Contributors to the MDA are Austria, Denmark, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Poland, Sweden, Switzerland, the United Kingdom, the United States and the European Union.

Please note, selection and contracting will be subject to the availability of funding.

## **7. Submissions**

Submissions must be prepared in English only and delivered electronically by October 31, 2024 by 23:59 (Kyiv Time) to the following address: [rst.mev@gmail.com](mailto:rst.mev@gmail.com)

All submissions must include a completed Application Form, NDA Form, the candidate's Curriculum Vitae and contact details of three referees who, if contacted, can attest to the professional background of the candidate.

Only applications which have been submitted using the correct template and are fully completed will be considered.

**The Application Form and NDA Form can be found on the publication resource.**

**Important notice: only Ukrainian nationals are eligible to apply; civil servants are not eligible to apply unless 6 months have elapsed since they left such employment.**

**8. Selection Procedure**

Following the evaluation of all applications received, selected candidates may be invited to a written test. Only shortlisted candidates will be invited to the interview.