

TERMS OF REFERENCE

Senior Expert, Energy Projects Investment Support (Category 1)

1. Objective(s) and Linkages to Reforms

The Recovery and Reform Support Team (the RST) at the Ministry of Energy of Ukraine (the Ministry) is a group of Ukrainian professionals (non-civil servants) funded temporarily through the Ukraine Recovery and Reform Architecture (URA)¹ programme that provides targeted technical support and assists the Ministry in the design and implementation of priority reforms. The RST 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.

The RST also assists in coordinating the implementation of reforms in line with the EU Commission's annual Enlargement Report on Ukraine, the Ukraine Plan, and providing support to the implementation of Ukraine Facility Plan².

Within the support provided under the Ukraine Facility Plan, a significant component is dedicated to supporting the operations under the Ukraine Investment Framework, constituting Pillar 2 of the Ukraine Facility.

2. Position and Reporting Lines

Senior Expert, Energy Projects Investment Support will be a full-time consultant in the RST at the Ministry.

Senior Expert will be responsible for:

- coordinating the implementation of Pillar II (Ukraine Investment Framework) under the Ukraine Facility Plan;
- supporting the Ministry in reporting on fund utilization and ensuring compliance with international standards;
- enhancing collaboration with international partners and the European Commission on financial management and reporting;
- developing frameworks to optimize financial management, oversight, and monitoring processes;
- preparing reports on implementation progress and addressing tasks assigned by the Senior Project Manager and RST Director.

¹ The Ukraine Recovery and Reform Architecture 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 recovery and reform processes in Ukraine.

² <https://www.ukrainefacility.me.gov.ua/>

Senior Expert, Energy Projects Investment Support will be subordinated to and coordinated by the Senior Project Manager on Energy System Sustainable Recovery and Investment support (SPM) and RST Director.

Senior Expert, Energy Projects Investment Support will work closely with the relevant departments of the Ministry and the Ministry of Economy.

3. Duration and Proposed Timeframe

This consultancy assignment is expected to start in October 2025. Duration of the assignment is subject to the availability of project funding, the consultant's performance, and the specific requirements of the RST.

4. Main Duties, Responsibilities

The consultant is expected to support the Ministry with the following:

- coordinating investment activities for energy project development and providing communicational support with domestic and foreign stakeholders;
- identifying, assessing, and monitoring risks associated with investment projects, proposing mitigation measures and ensuring compliance with donor and regulatory requirements;
- organizing and delivering capacity-building sessions, workshops, and training for Ministry staff and local stakeholders on investment project preparation, financial management, and donor compliance;
- developing guidance documents and toolkits to standardize investment project development and reporting processes;
- designing and implementing robust monitoring and evaluation (M&E) frameworks to track investment project progress, outcomes, and impact;
- preparing periodic analytical reports and recommendations based on M&E findings to inform decision-making and improve project performance;
- drafting policy briefs, position papers, and recommendations for legislative or regulatory amendments to support investment facilitation;
- identifying and promote innovative financing mechanisms (e.g., green bonds, blended finance) and digital solutions for investment support and project management;
- supporting the digitalization of investment processes, including the development of online platforms for project submission, evaluation, and monitoring;
- coordinating rapid assessment and mobilization of investment resources in response to emergencies (e.g., war-related damage, energy crises);
- designing and operationalizing implementation and monitoring mechanisms for measures falling under Pillar II, fostering accountability and efficiency;
- providing comprehensive support to the Ministry in coordinating and overseeing the implementation of Pillar II (Ukraine Investment Framework) under the Ukraine Facility Plan, ensuring alignment with strategic objectives and international commitments;
- preparation of detailed and structured reporting on the utilization of Ukraine Facility funds, including but not limited to public procurement activities undertaken by various beneficiaries, while contributing to the development of a robust and transparent monitoring system;
- enhancing the Ministry's communication and collaboration with international development partners and the European Commission, particularly in matters related to

- financial management, reporting standards, and compliance with the implementation requirements of the Ukraine Facility;
- ensuring meticulous adherence to the stipulations of the Framework Agreement, specifically in areas concerning Ukraine's financial obligations and commitments, and proactively addressing any potential gaps in implementation;
- developing advanced managerial and coordination frameworks aimed at optimizing financial management processes, improving oversight, and facilitating seamless execution of the Ukraine Facility's objectives and initiatives;
- preparing timely and quality reports and status updates on reform's implementation progress;
- 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, Economics, Public Policy, Law, or Business Administration;
- experience in investment project preparation, including feasibility studies, financial modelling, and risk analysis;
- understanding of principles, practices, and regulations related to investment management, including budgeting, financial management, procurement, risk management, and monitoring and evaluation;
- strong financial analysis and modelling skills, with the ability to assess project viability and profitability;
- strong problem-solving skills with the ability to navigate complex challenges and develop innovative solutions;
- prior experience working with government agencies, international organizations, or in the private sector on investment and development projects is highly desirable;
- fluency in Ukrainian and English, both written and spoken.

5.2 Professional Experience:

- minimum 7 years of general professional experience;
- minimum 5 years of specialized experience in areas such as renewable energy, energy markets, decarbonization, climate policy, or Ukraine-EU energy integration.

5.3 Other Competencies:

- in-depth knowledge of the Ukrainian energy sector, its policies, and regulatory frameworks;
- familiarity with European Union energy policies and financial support programs;
- previous engagement in policy development, implementation, or monitoring related to energy and infrastructure is an asset;
- ability to synthesize complex data into clear, actionable insights and strategic recommendations;
- experience in high-level stakeholder engagement, including international donors and government entities;
- exposure to investment projects, particularly those involving energy infrastructure, is an asset;
- experience in managing large-scale projects or initiatives in the energy sector is an asset;

- experience working with international organizations, donors, or multinational corporations;
- 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, Slovenia, 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 **23:59 (Kyiv time), September 21, 2025** to the following address: **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.