

TERMS OF REFERENCE

Expert, Electricity Market (Category 2)

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)¹ 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, 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, Electricity Market will be subordinated to and coordinated by the Senior Project Manager on Energy Markets Reform and RST Director.

The Expert, Electricity Market 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 March 2026. Duration of the assignment is subject to the availability of project funding, the consultant's performance, and the specific requirements of the RST.

¹ 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.

4. Main Duties and Responsibilities

The consultant will be expected to assist the Ministry with:

Preparing analytical papers, reports, presentations, and other materials regarding, but not limited to:

- 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;
- integration of the Ukrainian electricity market into the EU energy market – 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;
- overcoming the debt crisis in the energy markets using market mechanisms;
- European experience in supporting energy poor and vulnerable customers, and gradual PSO phase-out;
- security of electricity supply framework;

Analytical and solutions design work:

- drafting legislation necessary for Ukraine's integration into the EU energy markets;
- analysis of regulation and practical implementation of various elements of advanced electricity markets, comparing them to the Ukrainian law and practice;
- analysis of reforms in pricing, including towards cost-reflective prices and tariffs, and rationalization/gradual phase-out of PSO (in synchronization with work already underway by the EU), to ensure financial sustainability of the energy sector;
- identification of existing in Ukraine's electricity market distortions which hamper effective competition;
- design of solutions and drafting of legislation for the improvement of the electricity 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;
- design of mechanisms for integrating renewable energy sources and electricity storage capacities into the market, ensuring grid stability, and promoting investment in clean energy.

Monitoring tasks:

- monitoring and evaluating changes to laws and secondary legislation of the Parliament, National Energy and Regulatory Commission, Cabinet of Ministers of Ukraine;
- regular monitoring, reporting and evaluation of the electricity market development in the EU;

Organizational support tasks:

- 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.

Expected deliverables:

- draft laws and secondary legislation necessary for Ukraine's integration into the EU energy markets;
- analytical notes comparing Ukrainian electricity market regulation and practice with advanced EU market models;
- set of analytical papers, reports, presentations, briefs and other materials on: functioning of the domestic energy market, liberalisation, competition, transparency, and reforms of state-owned enterprises; integration of the Ukrainian electricity market with the EU, aligned with the EU acquis and the Energy Community Electricity Integration Package; overcoming the debt crisis in the energy markets through market mechanisms; European experience in supporting energy-poor and vulnerable customers and recommendations for gradual PSO phase-out;
- where necessary stakeholder engagement plan and meeting summaries with experts, government officials, donors and other partners;
- cooperation protocols and coordination notes with relevant departments of the Ministry and stakeholders;
- ad-hoc policy briefs, memos and other documents 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 on and 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;
- experience working with international partners (EBRD, EU, Energy Community) and in multi-stakeholder environments;
- 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.

7. Submissions

Submissions must be prepared in English only and delivered electronically by **March 16, 2026 by 23:59** (Kyiv Time) 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.