

## **TERMS OF REFERENCE**

### **Senior Lawyer, Energy Markets (Category 1)**

#### **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 Senior Lawyer, Energy Markets will be a full-time consultant in the RST at the Ministry.

The Senior Lawyer will be responsible for:

- providing consulting services and preparation of drafts of legal acts and policy papers;
- proposals on secondary legislation to implement the adopted acts and international commitments of Ukraine in relation to Energy Markets Reform;
- analysis of existing international and national acts related to Energy Markets Reform;
- providing support to capacity building in the Ministry.

The Senior Lawyer, Energy Markets will be subordinated to and coordinated by the Senior Project Manager on Energy Markets reform and RST Director.

The Senior Lawyer, Energy Markets will work closely with the relevant departments of the Ministry.

#### **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.

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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.

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

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

- providing consulting services and preparation of drafts of legal acts and policy papers;
- conducting legal analysis and evaluation of existing international and national commitments of Ukraine in energy and climate sectors and further contributing to the development of relevant action plans;
- analysing existing legislation, practice of its application, other market data and bottlenecks in Energy Markets Reform areas ;
- drafting new and amending existing legislation based on the reform`s agenda and priorities;
- monitoring and evaluating proposed changes to laws and secondary legislation;
- preparing analytical papers, reports, presentations and other materials upon the request of the Ministry in particular, on electricity, oil and the natural gas markets;
- providing support in developing analysis, concepts, recommendations and legal acts and other documents related to (but not limited to):
  - o protection of vulnerable customers and combatting energy poverty;
  - o the gradual PSO phase-out in the energy sector;
  - o technical safety and security in gas and electricity etc.;
  - o conclusion and implementation of production sharing agreements;
- representing legal aspects of the RST proposals to the stakeholders;
- other tasks and responsibilities as assigned by SPM on Energy Markets Reform and RST Director.

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

##### **5.1 Qualifications and Skills:**

- Master`s degree in Law;
- An additional degree in Management, Economics, Energy, Engineering, Finance, or Ecology will be an asset;
- proven knowledge and professional experience in the energy sector, including public policy, supporting reforms aimed at European integration of Ukraine;
- Familiarity with the EU energy *acquis* and EU energy markets architecture;
- strong analytical skills with the ability to interpret complex legal, commercial and financial information and produce concise, decision-oriented briefs;
- strong teamwork and communication skills;
- fluency in Ukrainian and English;
- PC literacy.

##### **5.2 Professional Experience:**

- minimum 7 years of general professional experience;
- minimum 5 years of experience in the energy sector, public administration or consulting;
- minimum 3 years of experience in the field of law.

##### **5.3 Other Competencies:**

- vast experience in drafting legislation and regulatory documents;
- familiarity with the reform agenda in Ukraine, understanding of policy formulation process;
- experience in cooperation with the government 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, 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 20, 2026** 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.