

TERMS OF REFERENCE

Senior Expert, Ukraine Facility (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, and Ukraine Facility Plan².

2. Position and Reporting Lines

Senior Expert, Ukraine Facility will be a full-time consultant in the RST at the Ministry.

Senior Expert will be responsible for:

- overseeing the implementation of 18 energy-related indicators under Section 10 of the Ukraine Facility Plan;
- coordinating with the colleagues in the RST, Ministry of Energy, and relevant stakeholders;
- addressing European Commission feedback and aligning actions with required standards;
- preparing progress reports;
- organizing and participating in regular stakeholder meetings;
- identifying challenges and facilitating solutions to ensure effective implementation of the indicators.

Senior Expert, Ukraine Facility 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, Ukraine Facility will work closely with the relevant departments of the Ministry and the Ministry of Economy.

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/>

3. Duration and Proposed Timeframe

This consultancy assignment is expected to start in April, 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:

- overseeing the implementation and strategic alignment of 18 energy-related indicators under Section 10 of the Ukraine Facility Plan, ensuring timely and accurate updates;
- analyzing and identifying key achievements, challenges, risks, and expected timelines for each indicator, providing detailed insights to stakeholders;
- ensuring high-level coordination between the Ministry of Energy, the Recovery and Reform Support Team, and key stakeholders;
- providing strategic guidance on addressing European Commission feedback and ensuring compliance with required standards;
- delivering comprehensive progress reports and presenting insights to senior leadership, including assigned representatives from the Ministry of Economy and the European Commission;
- aligning all actions and measures with the outlined requirements of the Ukraine Facility Plan indicators to achieve set objectives;
- driving effective implementation by proactively identifying and resolving bottlenecks, facilitating collaboration between stakeholders, and maintaining alignment with project goals;
- contributing to the development and refinement of processes and frameworks that support the successful execution of energy-related indicators within the Ukraine Facility Plan;
- organizing and participating in regular meetings with the Ministry of Energy, the RST, and other key stakeholders to review progress, address challenges, and ensure coordinated action;
- attending and contributing to discussions with the European Commission and other international partners to address feedback and align efforts;
- 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;
- excellent leadership, communication, and stakeholder management skills;
- strong analytical and strategic planning capabilities for evaluating and aligning energy-related initiatives;
- proven ability to navigate complex regulatory environments and policy frameworks;
- advanced negotiation and conflict-resolution skills for engaging with high-level stakeholders and international partners;
- project management expertise, including planning, execution, and performance monitoring;
- fluency in Ukrainian and English, both written and spoken;

- proficiency in data analysis tools and software is an asset.

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 which 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 **April 17, 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.