

## VACANCY NOTICE

### Local Short-Term Expert on Prevention of Corruption in the Environment and Natural Resources and Energy Sectors

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| Component                | Component 3: Improving the Prevention and Fight against Corruption |
| Place of work            | Skopje, North Macedonia  |
| Contractor               | Ludwig Boltzmann Institute of Fundamental and Human Rights         |
| Expected duration        | 15 working days  |
| Expected start           | Mid of October 2025  |
| Beneficiary institutions | State Commission for Prevention of Corruption                      |

#### 1. PROJECT BACKGROUND

The project's overall objective is strengthening the rule of law in North Macedonia. The project has four specific objectives: 1. To improve the capacities of justice institutions to deliver justice in transparent and accountable manner, 2. To strengthen the capacities to effectively implement modern investigation techniques in fighting organised crime, 3. To improve the prevention and fight against corruption, and 4. To enhance the protection of fundamental rights.

The work will be carried out under Component 3 - Improving the Prevention and Fight against Corruption. One of the expected results of this component is to provide strategic support for ensuring effectiveness and efficiency in the operations of the State Commission for Prevention of Corruption (SCPC). This vacancy notice is drafted to support the implementation of activity 3.1.1 - "Support on strategic management and methodology development of SCPC".

#### 2. OBJECTIVES OF THE ASSIGNMENT

The environment, natural resources, and energy sectors are of strategic importance for North Macedonia's sustainable development, economic growth, and alignment with European Union standards. At the same time, they are highly vulnerable to corruption risks due to their complexity, significant financial flows, large-scale investments, licensing regimes, and regulatory decision-making processes. Corruption risks often emerge in areas such as environmental permitting, exploitation of natural resources, concession agreements, energy production and distribution, renewable energy investments, and the management of state-owned enterprises. Lack of transparency and

accountability in these processes can lead to misuse of resources, environmental degradation, distortion of energy markets, and a loss of public trust in institutions.

Given these challenges, the prevention of corruption in the environment and energy sectors requires a sector-specific approach based on specialised knowledge and international best practices. The State Commission for Prevention of Corruption (SCPC), as the key institution responsible for developing, coordinating and monitoring anti-corruption policies, needs specialised sectoral expertise to ensure that the forthcoming National Strategy for Prevention of Corruption and Conflict of Interest 2026–2030 (NACS) adequately addresses these risks. The input of a dedicated expert will ensure that the Strategy reflects both local realities and EU/international standards, while also promoting integrity, sustainability, and good governance in the management of environmental and energy resources.

### 3. ROLES AND RESPONSIBILITIES

The engaged expert should closely coordinate their work with the Component leader, the SCPC leadership and the secretariat staff. The scope of work will cover expertise regarding the environment, natural resources, and energy sectors dimensions in the development of the NACS. The main tasks should include:

| Activity  | Tasks  | Deliverables   |
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| Kick-off  | Attend the activity kick-off meeting with representatives of SCPC and Component Leader (CL) to determinate the tasks and timeline of the activities.   | Meeting notes including key discussions, findings, and recommendations.  |
| 1. Review and Analysis of Existing Frameworks                               | Conduct a review of the existing strategic and legal framework, including previous national strategies, action plans, evaluations, and lessons learned for the environment, natural resources, and energy sectors.                                     | Analytical report summarizing key findings, gaps, and lessons learned including: <ul style="list-style-type: none"> <li>the matrix mapping existing strategies, action plans, and legal frameworks and</li> <li>recommendations for areas to be addressed in the new NACS.</li> </ul>  |
| 2. Stakeholder Engagement (Workshops & Meetings)                            | In coordination with SCPC, moderate and deliver up to 3 workshops (WS) and additional working meetings with stakeholders (e.g. government institutions, municipalities, oversight bodies, judiciary, civil society, business sector, academia, media). | <ul style="list-style-type: none"> <li>Meetings and WS minutes, including key discussions, findings, and recommendations.</li> <li>Material needed to be discussed at the WSs and meetings.</li> <li>Providing subject matter expertise during the WSs/meetings.</li> </ul>  |
| 3. Contributing to the development of the new NACS and its Action Plan (AP) | Develop draft environment, natural resources, and energy sectors strategy.   | Final draft of the environment, natural resources, and energy sectors strategy that will: <ul style="list-style-type: none"> <li>incorporate all stakeholders' and public's feedback and</li> <li>focus on clear vision, objectives, priorities, and guiding principles for the environment, natural resources, and energy sectors.</li> </ul> |

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|  | Develop draft of Action Plan for environment, natural resources, and energy sectors. | <p>Final draft of the Action Plan that will:</p> <ul style="list-style-type: none"> <li>• incorporate all stakeholders' and public's feedback,</li> <li>• include activities, measurable indicators, timelines and responsible institutions and</li> <li>• integrate cross-cutting themes (digital transformation, transparency, citizens' participation, integrity, whistleblower protection).</li> </ul> |
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#### 4. REQUIREMENTS

##### *General professional experience*

- University degree in Law, Political Science, Sociology, Public Administration, Economics, or other fields relevant to the assignment.
- At least 7 years of general professional experience relevant to the assignment.
- Experience in conducting assessment analysis and/or conducting research analysis (qualitative and quantitative fields).
- Strong capacity to identify systemic risks, propose practical preventive measures, and formulate evidence-based recommendations.
- Excellent drafting and presentation skills.
- Ability to engage with multiple stakeholders, including government, independent bodies, civil society, and international partners.

##### *Specific professional experience*

- In-depth understanding of governance and management in the environment, natural resources, and energy sectors, including infrastructure projects, concessions, procurement, and regulatory frameworks.
- Demonstrated professional experience in environment, natural resources, and energy policy, infrastructure governance, public procurement, or oversight mechanisms.
- Ability to assess corruption vulnerabilities in large-scale infrastructure investments, licensing procedures, and concession agreements.

#### 5. CONTRACT AND REMUNERATION

The contract will cover services for 15 working days of the advertised assignment.

The selected local short-term expert on the prevention of corruption in the environment and natural resources and energy sectors will sign a service provider contract with the Ludwig Boltzmann Institute of Fundamental and Human Rights (gmr.lbg.ac.at) and must have a status of self-employed. It will be their sole responsibility to comply with all legal requirements for self-employment as well as to cover all related taxes and charges.

The remuneration will be provided according to the grant contract.

## **6. SUBMISSION OF APPLICATIONS**

Applicants shall send their CV in Europass format and a motivation letter in English to [sashenka.gramatova-ljuben@rolaw.mk](mailto:sashenka.gramatova-ljuben@rolaw.mk), indicating “LSTE- Environment” in the subject line, no later than **8 October 2025 at 13:00 hours**.

Applications received after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for an interview.

## **7. IMPORTANT NOTICE**

The local short-term expert on prevention of corruption in the environment and natural resources and energy sectors shall not have been in any contractual relation with the public administration of the Republic of North Macedonia during at least 6 months preceding his/her hiring.