

EU4Green Recovery East (700002623)
Recovery through a Circular Economy and Pollution Reduction in the Eastern Partnership countries

Call for expression of Interest (EoI): Establishment of a Pool of Experts to support alignment process with Chapter 27(Environment Acquis) for Ukraine, Moldova and Armenia

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1. Background information

The EU4Green Recovery East programme was set-up to support the European Union's (EU) Eastern Partnership (EaP) countries, which are Armenia, Azerbaijan, Georgia, the Republic of Moldova, and Ukraine. The citizens of these countries are their ultimate beneficiaries.

In the countries of the EU's Eastern Partnership, the programme aims to accelerate development based on a growth model that is greener, more inclusive, and more resilient. To achieve this goal, the programme focuses on policy reforms and capacity development measures in support of the countries' EaP priorities regarding environment and climate resilience.

EU4GRE is financed by the European Union's Directorate-General for Enlargement and Eastern Neighbourhood (DG ENEST) with an EU contribution of EUR 21.3 million.

Implementing partners:



This multi-country programme is jointly being implemented in the period between 2025 to 2028 by Umweltbundesamt GmbH (also called "UBA" or "Environment Agency Austria"), Expertise France (EF) and International Office for Water (OiEau, France), the Organisation for Economic Co-operation and Development (OECD), the United Nations Industrial Development Organization (UNIDO), as well as the United Nations Economic Commission for Europe (UNECE).

The programme is complementary to bilateral and other regional activities funded by the European Union, its Member States, and other donors and is being implemented in a collaborative spirit with other EU-funded programmes in the Eastern Partnership countries (Team Europe approach). Country-specific activities are tailored to demands expressed in discussions with country stakeholders and depend upon the needs and pace of reforms.

The overall objective of the EU4Green Recovery East programme is to promote an environmentally and climate resilient development of the countries of the European Union's Eastern Partnership and to contribute towards the implementation of the Economic and Investment Plan (EIP). In the Team Europe spirit, the programme uses synergies with other initiatives and projects funded by the EU Member States and International Financial Institutions.

The programme also builds on results of past regional programme (EUWI+, EU4Environment – Green Economy, EU4 Environment – Water and Environmental Data) and other relevant regional programmes, including in the Western Balkans.

The EU4Green Recovery East has **five components** as follows:

- (i) Circular economy promotion along the full lifecycle approaches
- (ii) Pollution reduction with a focus on water, as well as water management
- (iii) Legislative alignment with the European Green Deal, including, where relevant, with Chapter 27 of the EU acquis and facilitation of the accession process
- (iv) Co-operation and data exchange with European Environment Agency (EAA) and European Environment and Observation Network (Eionet)
- (v) UNECE Water Convention (Convention on the Protection and Use of Transboundary Watercourses and International Lakes), EU Global Gateway Strategy

Focus of this Call is the support under the Component 3.

Component 3 of the EU4GREE Programme supports Eastern Partnership (EaP) countries in the approximation, implementation, and enforcement of EU environmental legislation under Chapter 27 of the EU acquis, in line with the objectives of the European Green Deal. The implementation of Component 3 of the EU4GRE program is currently centered on 3 EaP countries: **Armenia, Moldova and Ukraine.**

The Component focuses on strengthening **legal, institutional, and technical capacities** of national authorities through **targeted, country-specific support**, developed in close cooperation with beneficiary institutions.

Support under Component 3 includes:

- **Legal gap analysis and legislative drafting** to align national legislation with EU environmental acquis.
- **Feasibility studies and system design** for effective implementation, enforcement, and compliance mechanisms.
- Development of **practical tools, guidelines, and methodologies** for competent authorities.
- **Capacity building and knowledge transfer** for governmental officials on Chapter 27 requirements, EU implementation practice, and the European Green Deal
- Given the breadth and technical complexity of Chapter 27 and the evolving, demand-driven nature of country requests, Component 3 requires **flexible access to specialised external expertise** across multiple environmental sectors.

Therefore, the Programme will engage experts through a transparent procurement process, including the establishment of a Pool of Experts, ensuring timely, high-quality, and EU-compliant delivery of support aligned with national reform priorities.

All relevant directives and priority legislation will be identified following consultations at country level with beneficiary countries representatives.

2. Scope of services and deliverables

2.1 Scope of services

The subject of this Expression of Interest is the establishment of Pool of experts who will provide services to support the approximation, implementation, and enforcement of Chapter 27 (Environment and Climate Change) of the EU acquis with a focus on 3 EaP countries - **Ukraine, Moldova** and **Armenia**.

The Contracting Authority foresees the establishment of a structured pool of experts, divided into the following **3 groups** according to their area of expertise and geographical focus:

Group 1 – International legal and technical experts

Provide high-level legal and technical advisory support for the alignment of national legislation with the EU environmental acquis, including drafting, compliance checks, feasibility analyses, and capacity-building across all EaP countries.

Group 2 – Local legal and technical experts

Provide in-country legal, regulatory, and technical expertise to support the transposition and implementation of the EU acquis in each beneficiary country (Ukraine, Moldova, Armenia). Local experts will ensure consistency with national legal frameworks, language, and institutional practices, and support coordination with national authorities.

Group 3 – Technical, economic and financial experts, feasibility and implementation experts

Conduct cost–benefit and financial feasibility analyses for the transposition and implementation of EU directives, including institutional and administrative capacity assessments, and support the development of implementation plans. This includes assessments of institutional and administrative capacity and support to the development of practical implementation and enforcement plans, under Outputs 3.2 and 3.3.

All activities will be implemented in coordination with the Component 3 Lead/Technical Lead and in accordance with the approved Work Plans for each beneficiary country.

2.2. Project services

Experts from the Pool of Experts may be requested to perform specific tasks within the framework of Chapter 27 (Environment and Climate Change) approximation, implementation, and compliance in the Eastern Partnership (EaP) countries.

Assignments will be defined through individual task requests and approved Work Plans for each beneficiary country.

Depending on their area of expertise (legal, technical, financial, or feasibility), experts may be required to:

- **Conduct legislative/technical gap analysis** - Identify and compare the differences between national legislation and EU acquis, e.g. in the form of a Table of Concordance or a Compliance screening summary (relevant sector of Chapter 27)
- **Provide drafting support for new legal provisions or amendments** to existing primary and secondary legislation, ensuring full alignment with EU directives and regulations.
- **Provide legal opinions and technical advice (commenting and recommendation)** to national authorities and public institutions on the transposition of EU CH27 legislation.
- **Review and provide quality assurance** of draft laws, strategies, or policy documents prepared by beneficiary countries.
- **Deliver capacity-building activities**, including workshops, training sessions, and seminars for public officials involved in legislative drafting and implementation.
- **Support the development of strategic documents** and action plans / roadmaps that guide the harmonization process/approximation process/compliance.
- **Conduct Cost Assessments and/ or Feasibility Studies** on the level of non-aligned legislation or already compliant legislation (or other related studies or reports in line with this scope of work).
- **Prepare Technical/Legal inputs for progress reports** advancement and recommendations for monitoring and evaluation the advancement of the alignment process.
- **Support (written and/or oral) expertise for public consultation** process or other relevant procedures.
- Other possible operational tasks that may be required:

- Participation in coordination or steering meetings
- Clarifications and follow-up inputs requested by beneficiaries or the EU
- Support during peer reviews, study visits, or exchanges
- Presentation of findings to stakeholders or donors

2.3. Key deliverables:

The experts will be responsible for delivering some of the following outputs:

- **Legislative or regulatory gap analysis reports**, including assessment of alignment with the EU acquis and identification of required reforms.
- **Tables of concordance / compliance check** matrices, mapping correspondence between national and EU legislation.
- **Draft legislative texts or amendments (primary or secondary legislation)** aligned with relevant EU directives and ready for national adoption.
- **Legal and/or technical opinions**, recommendations, or advisory notes addressing specific transposition or implementation challenges.
- **Capacity-building deliverables**, including training materials, agendas, participant lists, and post-event reports summarising outcomes.
- **Implementation plans, roadmaps and feasibility plans under Output 3.2. and Output 3.3**, defining institutional roles, enforcement arrangements, implementation timelines, and required financial, technical, and human resources for the effective implementation and enforcement of transposed EU environmental legislation. Possible deliverable: DSIP.
- **Strategic or policy frameworks**, supporting approximation and compliance processes under the EU Green Deal and Chapter 27 objectives.
- **Progress or final assignment reports**, summarising key achievements, lessons learned, and recommendations for further approximation, implementation, or enforcement actions.

2.4. General requirements

The qualifications and competencies listed below apply per **Group 1–3**.

They ensure that selected experts possess the necessary legal, technical, and analytical capacity to guide the approximation, implementation, and enforcement of EU environmental and climate acquis (Chapter 27) in the Eastern Partnership countries (see Annex 1 for thematic areas).

Each applicant can choose participation in one or more groups.

Group 1 – International legal and technical experts

Educational background

- University degree in Law, Environmental Law, European Studies, Political Science, Public Administration, Environmental Science, Economics or another relevant field.

- Postgraduate degree (Master's level or higher) in EU Law, European Integration, Public Policy, Environmental Policy or related discipline with a focus on the EU legal and policy framework is considered an asset.

Professional experience

- Minimum 7–10 years of professional experience related to the EU environmental acquis and/or regulatory alignment processes under Chapter 27.
- Proven track record in drafting, reviewing or assessing legislation, policies or strategies in alignment with EU directives and regulations.
- Professional experience in EU Member States, EU candidate or Eastern Partnership countries on legal approximation, environmental governance reforms or related assignments.
- Previous participation in EU Twinning, technical assistance or capacity-building projects related to the EU acquis is desirable.
- Experience supporting EU accession or association processes is a strong advantage.

Sector-specific and technical knowledge

- In-depth understanding of specific fields of the EU environmental acquis (Chapter 27), including relevant directives, regulations, case law and good implementation practices.
- Demonstrated knowledge of transposition and implementation mechanisms at national level, with practical examples from EU Member States and/or EaP countries.
- Knowledge of EU institutions and policy frameworks
- Comprehensive understanding of the EU institutional structure, decision-making processes and legal hierarchy.
- Experience working with or on behalf of EU institutions, EU Delegations or international organisations on policy development, legal approximation or evaluation assignments.

Skills and competencies

- Proven legal and regulatory drafting skills, including the ability to adapt EU requirements to national contexts.
- Experience in preparing legal harmonisation strategies, roadmaps or policy frameworks.
- Excellent command of English (written and spoken).
- Strong communication and presentation skills; ability to explain complex legal/technical issues to non-specialists and senior officials.
- Demonstrated experience in stakeholder engagement (workshops, trainings, consultations) is an asset.
- Strong analytical and reporting skills;
- Capacity to deliver high-quality reports, legal opinions and policy papers in line with EU-funded project standards.
- Familiarity with EU monitoring and evaluation frameworks for legislative alignment and regulatory reform.

Group 2 – Local legal and technical experts

Educational background

- University degree in Law of the beneficiary country (MD, AM or UA), Environmental Law, European Studies, Political Science, Public Administration, Environmental Science, Economics or another relevant field.

- Postgraduate degree in EU Law, European Integration, Public Policy, Environmental Policy or similar is considered an asset.

Professional experience

- Minimum 7–10 years of professional experience in the national legal/regulatory system, preferably related to environmental law and/or approximation to the EU acquis.
- Proven experience in drafting, reviewing or assessing national legislation and regulations, ideally in alignment with EU directives and regulations.
- Experience working with national public institutions (ministries, agencies, parliaments) on environmental governance, legal reforms or EU integration processes.
- Participation in EU or other donor-funded Twinning, technical assistance or capacity-building projects is desirable.

Sector-specific and technical knowledge

- Good understanding of relevant areas of the EU environmental acquis and their interaction with the national legal framework.
- Demonstrated knowledge of national legislative and policy-making procedures in the respective Eastern Partnership country.
- Familiarity with national institutional arrangements for environment and climate, and practical challenges of implementation and enforcement.

Knowledge of EU institutions and policy frameworks

- Understanding of the EU legal order and main elements of the EU environmental policy framework.
- Experience in cooperation with EU Delegations, international organisations or donor-funded programmes at country level is an advantage.

Skills and competencies

- Excellent command of the local language (Ukrainian, Romanian for Moldova, Armenian, as relevant) and very good command of English.
- Strong legal drafting and adaptation skills for national legislation, secondary regulations and policy documents.
- Strong communication and facilitation skills; ability to liaise with national authorities and stakeholders and to support public consultations, workshops and trainings.
- Strong analytical and problem-solving skills; ability to translate EU requirements into realistic national measures.
- Capacity to produce high-quality notes, reports and inputs to project deliverables in line with EU project standards.

Group 3 – Technical, economic and financial experts, feasibility and implementation experts

Educational background

- University degree in Economics, Finance, Environmental Economics, Public Administration, Environmental Science, Engineering, or a closely related field.
- Postgraduate degree in Environmental Policy, Environmental Economics, Public Finance, EU Law/Policy or a related discipline is considered an asset.

Professional experience

- Minimum 7–10 years of experience in feasibility analysis, cost–benefit analysis, impact assessment, or economic/financial analysis in the field of environment, climate, infrastructure or regulatory reforms.
- Proven experience in conducting feasibility, impact or cost–benefit assessments in the context of EU legal approximation, environmental governance or public sector reforms.
- Experience with institutional and administrative capacity assessments, including analysis of organisational structures, staffing, procedures and enforcement mechanisms.
- Previous involvement in EU, IFI or other donor-funded projects related to environmental policy, infrastructure or regulatory reforms is desirable.

Sector-specific and technical knowledge

- Advanced knowledge of the EU environmental acquis (Chapter 27) and associated directives and regulations, particularly those with significant implementation and investment implications.
- Understanding of compliance and enforcement mechanisms for environmental law in EU Member States and/or Eastern Partnership countries.
- Familiarity with EU Green Deal, Circular Economy, climate and environmental financing instruments is an asset.

Knowledge of EU institutions and policy frameworks

- Good understanding of EU policy-making processes and funding instruments relevant to environment and climate.
- Experience working with or advising EU institutions, EU Delegations, international financial institutions or international organisations is an advantage.

Skills and competencies

- Demonstrated ability to analyse institutional, administrative and financial feasibility, including resource needs, costs of compliance, and potential economic impacts.
- Strong quantitative and qualitative analysis skills, including experience with cost–benefit and cost-effectiveness methodologies.
- Excellent report-writing skills and ability to translate technical and analytical findings into clear, practical policy and implementation recommendations.
- Strong communication skills and ability to present complex findings to policymakers, technical staff and stakeholders.

- Ability to work closely with legal and policy experts (Groups 1 and 2) to ensure coherence between legal transposition, institutional arrangements and practical implementation plan

Solid computer skills, such as office software, project management tools, and communication platforms would be expected. Any use of visualization tools or design software will be an asset.

The individual deliverables and all data will be prepared in English language and submitted to:

- EU4Green Recovery East Programme email address: Component 3 Lead – Josipa Krizanovic Cimesa - josipa.krizanovic-cimesa@umweltbundesamt.at.

3. Implementation modalities

3.1. Assignment schedule and period of implementation

A **Pool of Experts** will be established to support the implementation of the EU4Green Recovery East Programme until **December 2028**.

This **Call for Expression of Interest** aims to identify qualified experts who may be invited to participate in **future tender procedures**. Submission of an expression of interest does **not** constitute a commitment to award a contract.

The **Call for Expressions of Interest shall remain open throughout the Programme implementation period**. Expressions of Interest may be submitted at any time during this period.

Applications will be assessed during **periodic evaluation rounds**, conducted at predefined intervals and/or when justified by evolving programme needs, thematic priorities, or operational requirements.

The Pool of Experts may be **updated, expanded, or adjusted** through these evaluation rounds in order to ensure the continued availability of appropriately qualified experts and to respond effectively to emerging needs under the Programme, including new or evolving requirements related to Chapter 27 of the EU acquis.

Experts admitted to the Pool in later evaluation rounds shall have **the same status and eligibility** for assignment as those admitted in earlier rounds.

3.2. Establishment of the Pool of experts

The Pool of Experts will be created through an open and transparent selection process. Interested candidates may apply for one or more expert profiles by **submitting a CV and supporting documentation** demonstrating compliance with the required qualifications and experience.

Following an eligibility and quality assessment, experts meeting the minimum requirements will be included in the Pool. The Pool will remain valid for the programme duration and may be updated periodically to reflect evolving needs.

The provision of services is limited to each assignment (Service contract) separately.

3.3. Contracting for individual assignments

The Contracting Authority for the individual assignments is the Umweltbundesamt GmbH (UBA). The individual contracts will be awarded based on direct award procedure pursuant to sec. 46 BVerG 2018 of Austria and in line with the Umweltbundesamt GmbH's internal procurement regulations.

The procedure to establish the individual assignments is as follows:

Requests for support are submitted by the beneficiary countries (BCs) to the Component 3 Lead (see explanations on Programme Components under "Background Information").

Based on each request, the UBA Component Lead or its designated UBA Technical Lead **prepares a short Task Work Plan** defining objectives, deliverables, and required expertise, in consultation with the BC.

Experts will be selected from the established Pool according to their qualifications, availability, and relevance to the requested Task Work Plan. Selected experts will be contracted on an **ad hoc, short-term basis** through individual service contract.

Each assignment is supervised by the UBA Component Lead/Technical Lead, with deliverables reviewed and approved jointly by UBA Component Lead/Technical Lead and the responsible department official from the Beneficiary Country.

A specific contract (Work Plan-based Service Contract) will be signed with the selected expert(s) for the duration of the assignment, specifying the scope, deliverables, budget, and timeline.

Travel and Reimbursement

Where travel is necessary for the performance of tasks, travel and subsistence costs will be reimbursed in line with programme rules and ceilings defined per assignment. Local experts will not be reimbursed for travel within their country of residence

The individual service contract amounts and remuneration will be determined exclusively within the framework of individual assignments, based on specific requests from Beneficiary Countries, defined scope of work, agreed deliverables, and applicable procurement procedures.

The establishment of the Pool of Experts does not entail any financial commitment for the Contracting Authority.

3.4. Location of services

Services will be delivered primarily **remotely**, with possible missions to **Armenia and Moldova** if required. No missions to Ukraine are foreseen at this stage; engagement with Ukrainian stakeholders will be conducted online or in third countries, subject to prior approval.

Experts shall provide their own equipment and resources. No fixed duty station is foreseen.

3.5. Management

Experts will report to the Component 3 Lead (UBA) and coordinate with designated national focal points. All outputs and correspondence shall be in English. Subcontracting is not permitted without prior approval.

The final contract value for each assignment will be determined through the relevant tender procedure, applying the **best price–quality ratio** principle.

4. Selection and award procedure

Expressions of Interest will be evaluated by the Evaluation Team appointed by the Contracting Authority.

Based on this evaluation, eligible candidates will be shortlisted and admitted to the Pool of Experts.

Admission to the Pool **does not constitute an award of a service contract**, nor does it create any obligation for the Contracting Authority to invite or contract any expert.

4.1. Eligibility and exclusion criteria

At the EOI stage, candidates must:

- Meet the eligibility requirements set out in these ToR
- Submit a **signed Declaration of Honour (Annex 1)** confirming that they are not in any of the exclusion situations referred to in Article 136(1) of the EU Financial Regulation
- Comply with applicable **EU restrictive measures and sanctions**, including Council Regulation (EU) No 833/2014, as amended

Candidates found to be in an exclusion situation or in breach of applicable EU rules may be excluded from the Pool.

4.2. Selection criteria

The objective of the selection criteria is to assess whether the candidate has necessary legal, economic, technical, and professional capacities to be admitted to the Pool of Experts.

Only candidates who meet all minimum capacity requirements will be included in the Pool.

Failure to meet these requirements may result in exclusion from further consideration.

4.2.1. Legal Capacity

Each candidate must be authorised to perform a service contract and, as the case may be, to confirm the possession of appropriate licenses and certificates as required under the relevant laws and regulations. Upon request, he/she has to submit appropriate approving documents.

Candidates must be legally authorised to perform the services described in this EoI. Supporting documents (e.g. registration, licences, certificates) may be requested at a later stage.

4.2.2. Economic Capacity

Assessment will be based on information provided at EOI stage, including:

- Relevant professional experience in environmental fields related to **EU environmental acquis (Chapter 27)**
- Demonstrated expertise aligned with one or more expert profiles
- Capacity to deliver services in line with required quality standards

CVs and indicative references may be used solely for **admission to the Pool**, not for contract award.

4.3. Award criteria

Once the Pool of Experts is established, **individual assignments** will be awarded through **separate, task-based service contracts**.

For each assignment:

- Experts will be selected from the Pool based on relevance, availability, and qualifications
- The Contracting Authority may invite one or more experts to submit a financial and technical offer
- Contracts will be awarded in accordance with applicable procurement rules and the **best price–quality ratio** principle

The Contracting Authority reserves the right **not to award any contract** and to cancel or modify procedures at any stage.

5. EoI submission and timeline

Interested candidates must submit the following documents in **English** by email (max. 9.9 MB):

- **CV with the References**
- **Declaration of Honour** (Annex 1)
- **Self-Declaration** (Annex 2)
- **Expert Information and Categorisation Form** (Annex 3)

by email to the Procurement email address: EU4GRE_offers@umweltbundesamt.at with copy to the following address: josipa.krizanovic-cimesa@umweltbundesamt.at

All documents must be submitted in English. The interested candidates must name an English-speaking contact person in his/her EoI.

Signatures must be either hand-written, or a qualified electronic signature as defined in Regulation (EU) No 910/2014 on electronic identification and trust services for electronic transactions.

It is advised to start completing your EoI early and to submit your tender several hours before the deadline. A tender received after the deadline for submission of the tender will be rejected.

In case of technical problems, please contact the following addresses: EU4GRE_offers@umweltbundesamt.at. The Contracting Authority shall not reimburse any costs for participating in this selection procedure, such as but not limited to the preparation of the EoI, translation, clarifications, negotiations

Deadline for submission of the Expression of Interest

The Call for Expression of Interest is going to be open throughout the Programme implementation.

Expressions of Interest will be evaluated in **periodic evaluation rounds**, with an initial evaluation round planned for **15 March 2026**, followed by further evaluation rounds at regular intervals (quarterly), in line with Programme needs and planning cycles.

Experts are encouraged to express their interest at an early stage, as submissions received in advance will allow for planning and mobilisation of expertise during the initial implementation phase in 2026.

Experts admitted to the Pool in later evaluation rounds shall have the same status as those admitted in earlier rounds.

The publication of these Call for Expression of Interest does not commit the Contracting Authority to award any contract. The Contracting Authority can withdraw from this call at any given time. In no event shall the Contracting Authority be liable for any damages whatsoever including, without limitation, damages for loss of profits, in any way connected with the cancellation of a EoI procedure.

6. Annex

Annex 1: Declaration of Honour (DoH)

Annex 2: Self Declaration

Annex 3: Expert Information and Categorisation Form