**Employment call for experts**

**for the needs of the project/programme “Renewable Energy Programme North Macedonia“**

**Background of the Project/** **programme**

Within the framework of the "Renewable Energy Programme ESM“ (the Programme), the State owned JSC “Power Plants of North Macedonia” (“Elektrani na Severna Makedonija – ESM”), with the support from KfW Development Bank, has begun with the transformation of its power generation from mostly lignite and heavy oil based (72%) to renewable sources. This process is supported by the Government of North Macedonia, recognized in the new Law on Energy, compliant with the European regulation and in the Country’s strategic documents.

In cooperation with KfW, ESM is implementing and preparing for implementation of the following renewable projects

|  |  |  |
| --- | --- | --- |
| **Component**  | **Project**  | **Capacity**  |
| **Under implementation** |
| Wind  | Bogdanci Windpark Phase 2 | 15MW |
| Hydro | Rehabilitation of the 6 large HPP’s | Efficiency improvement  |
| **Under preparation** |
| PV Solar  | -PV Plants at TPP “REK Bitola” | 100-160MW |
| Solar Thermal  | -Solar District Heating in Bitola  | TBD |

1. **Specific information/background regarding the assignment**

AD ESM is responsible for the implementation of the Programme and for that purpose has established Project Implementation Units (PIU) for each of the ongoing projects.

The PIUs are responsible for

* the overall management and implementation of the projects;
* preparing tenders and selecting contractors for the implementation of project measures with support of the Implementation Consultant (the tenders for goods, works and services are lot-based and are awarded through international competitive bidding using FIDIC Yellow or Pink Book);
* organizing, supervision, commissioning and approval of construction activities with support of the Implementation Consultant;
* reporting and monitoring impacts of the projects;

The PIUs are supported by Implementation Consultants for the respective projects in the fulfillment of their tasks. The Implementation Consultant (separate Implementation Consultant is contracted for each of the Projects) is responsible for providing the following services in his role as FIDIC Engineer:

* preliminary design and drafting the tender documents
* assistance during Tendering
* supervision of design works (applicable in certain FIDIC rules), construction works and supplies
* Services during Defect Notification Period and Project Closure
* ESHS related services related to the implementation of Environment and Social Commitment Plans (ESCP) for the Projects
* Overall Project Management Services
* Communication and Visibility in line with the EU requirements
* Report on the above
1. **Objective of the assignment**

The objective of this assignment is to appoint experts, which will support the PIU’s and the Management of ESM in the implementation of the Renewable Energy Programme. The following positions are required:

* **Position 1: Engineer**
* **Position 2: ESHS Expert**
* **Position 3: Institutional Expert**

The role of these experts will be to support ESM Management and related PIU’s in the following

* elaboration of various key processes in accordance with the procedures of KfW Development Bank
* elaboration of relevant Bank standards in accordance with the procedures of KfW Development Bank
* supporting and strengthening of the PIUs’ capacities in relation to FIDIC contracts
* supporting and strengthening of the PIUs’ capacities concerning climate change and climate policy
* Supporting the organisation of trainings and field trips for capacity building
* Revision of Tender documents prepared by the implementation consultant and participation in the evaluation committee for tenders
* Approval of invoices, variation orders, withdrawal applications and payment certificates
* Ensuring continuous exchange with the KfW project management team
1. **Scope of work**
	1. **Position 1 - Engineer**
		1. Position Description

Professional person with an educational background as engineer (electrical or mechanical engineering) and sufficient practical work experience in planning, implementing and operating of either or multiple of the following: solar PV power plants, wind power plants, rehabilitation of hydro power plants, other renewable energy technologies (e,g, solar thermal district heating), preferably in North Macedonia or the Western Balkans region. This expert shall preferably also have expertise in procurement, contract negotiation and good knowledge referring to FIDIC Yellow and Pink book contracts. Excellent command of English language is required.

* + 1. Scope of works
* Participation in preparing detailed time, cost, and financing schedule for the proper technical and financial implementation of the referred Projects in cooperation with the PIU and the Implementation Consultant
* review/check of the technical design documents
* review/check of the tender documentation (in accordance with FIDIC books, pink, red and yellow) for works and supplies
* Participation in the monitoring the timely implementation of the works programme and quality of the works
* Participation in monthly progress and other meetings, including site visits;
* Participation in equipment delivery inspections
* Review/checking of progress reports, and other deliverables
* Review of as-built documents
* Provision of technical input in the preparation of project deliverables
* Inspection of on-site activities
* Preparing and submitting relevant reports upon request of ESM Management or the PIU Director
* Involving in the Project design and preparation of the new Projects on the level of
	+ Project preparation including review and check of the Tender documents for Implementation Consultant
	+ Appraisal mission
	+ Agreements negotiations (between AD ESM and KfW)
	+ Contract negotiations (between AD ESM and Consultants and AD ESM and Contractors)
* Revision and approval of invoices, payment certificates and withdrawal applications prepared by the implementation consultant
* Performing any other activities related to the successful implementation of the project
	+ 1. Qualifications
* University degree (min 240 ECTS or equivalent) in engineering – mechanical or electrical Engineer
* Minimum 8 (eight) years of professional experience
* Experience in implementation on similar projects in the same role will be considered as advantage
* Full computer literacy especially with MS Office
* Experience in working on international projects, will be considered as advantage
* Other additional trainings (with provided certificates) in renewable energy area will be considered as advantage
* Ability to work as part of a team
* Excellent interpersonal communication and time management skills
* Demonstrated ability to work effectively under pressure of multiple tasks and deadlines
* Strong analytical and problem solving skills in the sense of successful and timely project implementation
* Excellent language skills (writing and speaking) in Macedonian and English
* Driving license
	1. **Position 2 – ESHS Expert**
		1. Position Description

Professional person with adequate educational background and sufficient practical work experience in identifying, mitigating and managing environmental, social, health and safety risks related to infrastructure projects, preferrably in the renewable energy sector and preferably in North Macedonia and/or the Western Balkans region. The person shall have practical work experience with the implementation of World Bank ESHS guidelines or comparable standards of international finance institutions in projects of similar nature and complexity. Excellent command of English language is required.

* + 1. Scope of Works
* Participation in preparing detailed time, cost, and financing schedule for the proper technical and financial implementation of the referred Projects in cooperation with the PIU and the Implementation Consultant
* Review/check of the ESHS project documentation and technical design documents with regard to ESHS aspects and verification of their compliance with the standards applicable as per KfW Development Bank Sustainability Guideline, including:
	+ National laws and regulations
	+ World Bank Environmental and Social Standards
	+ Environmental, Health and Safety Guidelines of the World Bank Group
	+ KfW specific requirements for the projects as stipulated in the respective Environmental and Social Commitment Plans (ESCP) and related environmental and social documentation (Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Plans (LARP/RAP) Stakeholder Engagement Plans (SEP) and Grievance Mechanism (GM))
	+ Other relevant standards
* review/check of the tender documentation (in accordance with FIDIC books, pink, red and yellow) for works and supplies with respect to compliance with the abovementioned standards and KfW requirements
* Monitoring of the timely implementation of the works and quality of the projects’ compliance with the abovementioned standards and KfW requirements
* Participation in monthly progress and other meetings, including site visits
* Review/checking of progress reports, and other deliverables regarding ESHS aspects and of any environmental and social documentation prepared during project implementation
* Provision of ESHS input in the preparation of project deliverables
* ESHS Inspection of on-site activities
* Preparing and submitting relevant reports upon request of ESM Management or the PIU Director, in particular reporting on progress of activities contained in the ESCP
* Performing any other activities related to the successful implementation of the Project in respect of ESHS issues
	+ 1. Qualifications
* University degree (min 240 ECTS or equivalent) in environmental engineering, environmental management, natural sciences, or related disciplines relevant for the conduction of environmental and social assessments. Bachelor’s degree in engineering (such as Mechanical, Electrical, Chemical) or other disciplines are acceptable in combination with a master’s degree (120 ECTS or equivalent) in environmental engineering, environmental management or related disciplines relevant for the conduction of environmental and social assessments.
* Minimum 8 (eight) years of professional experience
* Experience in implementation of similar projects in the same role will be considered as advantage
* Full computer literacy especially with MS Office
* Experience in working in international projects, will be considered as advantage
* Other additional trainings (with provided certificates) in environmental impact assessment, social impact assessment, safety at work area will be considered as advantage
* Ability to work as part of a team
* Excellent interpersonal communication and time management skills
* Demonstrated ability to work effectively under pressure of multiple tasks and deadlines
* Strong analytical and problem-solving skills in the sense of successful and timely project implementation
* Excellent language skills (writing and speaking) in Macedonian and English
* Driving license
	1. **Position 3 – Institutional Expert**
		1. Position Description

Professional person with adequate educational background and sufficient practical work experience in institutional related topics and programme management. This person shall have high relevant work experience related to horizontal processes during project /programme management. Excellent command of English language is required.

The main task of this expert will be to support ESM Management in issues related to decision making in line with the procedures of KfW Bank. The expert shall also support the management through making analysis of the occurred situations that need to be discussed on the Management Board and present those.

* + 1. Scope of Works
* The expert must have excellent communication with the Head of the PIU’s for, ESM Management, Implementation Consultants, Contractors and KfW for each of the Projects implemented within the frames of the German Financial Cooperation where ESM is contractual Party.
* Participation in preparing detailed time, cost, and financing schedule for the proper technical and financial implementation of the referred Projects in cooperation with the PIU and the Implementation Consultant
* Establishing working relations with other national stakeholders (PM Cabinet, Ministry of Economy, Ministry of Environment and Spatial Planning, Energy Regulatory Commission) and international stakeholders (EU, International donor Community and Development Financial Institutions) active in the energy transition
* Following and advising the Management of ESM with respect to:
	1. Procedures and Guidelines of KfW Development Bank
	2. Renewable Energy Programme goals
	3. Energy, climate legislation and international liabilities of the Country
	4. Energy and climate policy and strategic goals of the Government of North Macedonia
	5. EU climate policy and legislation
* Participation in the monitoring of timely implementation of the projects, in particular with respect to the National and KfW’s ESHS standards
* Participation in monthly progress and other meetings, including site visits
* Review/checking of progress reports, and other deliverables
* Preparing and submitting relevant reports upon request of ESM Management
* Assistance to and assessment for the management regarding variation orders, contract amendments, time critical decisions for the successful implementation of the projects trying to comply with the planned time schedule
* Performing any other activities related to the successful implementation of the

projects

* + 1. Qualifications
* Economic/Social or Engineering University degree (min 240 ECTS or equivalent)
* Minimum 10 (ten) years of relevant professional experience
* Experience in implementation of similar projects in the same role will be considered as advantage
* Full computer literacy especially with MS Office
* Experience in working on international projects, will be considered as advantage
* Trainings (with provided certificates) related to climate change mitigation, climate policy, climate legislation will be considered as advantage
* Ability to work as part of a team
* Excellent interpersonal communication and time management skills
* Demonstrated ability to work effectively under pressure of multiple tasks and deadlines
* Strong analytical and problem-solving skills
* Excellent language skills (written and spoken) in Macedonian and English
* Driving license
1. **Selection of experts**

The Commission for evaluation of the experts, formed by the AD ESM, will prepare the list of shortlisted candidates. The list of shortlisted candidates with their CV’s attached will be submitted to KfW for no objection.

The Commission for evaluation of the PIU experts will organize the interviews with the shortlisted candidates. The KfW representative will monitor the interviews.

The Commission for evaluation of the PIU experts will prepare the list of selected candidates and submit it to KfW for NO.

After receiving the KfW NO, AD ESM will sign contracts with the selected candidates following the approval of the final draft contracts by KfW.

The deadline for the submission of CV shall be 27 of January 2024.

The CV’s shall be submitted at the following address: elena.trpeska.bogdanovski@elem.com.mk.