

TERMS OF REFERENCE

Environmental and Social Due Diligence and ESF Instruments for the Bitola CHP Plant and District Heating Network Expansion

Contract MK-ESM-563436-CS-QCBS

Client	Elektrani na Severna Makedonija (ESM)
Financing	World Bank GFPP – Grant Facility for Project Preparation
Procurement Method	QCBS – Quality and Cost Based Selection (International – Open)
Estimated Contract Value	USD 500,000
Expected Invitation	October 2026
Expected Contract Signing	February 2027
Expected Completion	December 2027

1. BACKGROUND AND CONTEXT

JSC Elektrani na Severna Makedonija (ESM) is the principal electricity generation company in the Republic of North Macedonia. The Government of North Macedonia, with support from the World Bank through the Grant Facility for Project Preparation (GFPP), is advancing the preparation of priority investments in the energy sector, including a gas-fired Combined Heat and Power (CHP) plant in Bitola and the expansion of the Bitola district heating (DH) network.

The national energy transition agenda, anchored in the National Energy and Climate Plan and the Energy Community Treaty obligations, requires a phased coal phase-out by 2030 and a progressive reduction of greenhouse gas emissions. The planned CHP investment will deliver flexible, dispatchable low-carbon generation capacity while simultaneously supplying heat to Bitola's district heating network. The project is also expected to contribute to improved local air quality by reducing reliance on individual solid-fuel heating systems. Both the CHP plant and the DH network expansion carry significant environmental and social risks and impacts that must be assessed and managed in accordance with national legislation and the World Bank Environmental and Social Framework (ESF).

Under the approved GFPP Procurement Plan, the environmental and social due diligence work is structured as follows:

- Contract MK-ESM-563220-CS-QCBS (Bitola CHP Feasibility Study and Gas Connection Assessment,– QCBS) includes a preliminary Environmental and Social Screening (Task A-7) to establish the likely ESF risk classification and define the scope of the full ESIA. The outputs of MK-ESM-563220-CS-QCBS Task A-7 constitute the formal input to this Contract.
- Contract MK-ESM-563436-CS-QCBS (this Contract – Environmental and Social Due Diligence and ESF Instruments for CHP and DH,– QCBS, International–Open) covers the preparation of the full suite of ESF instruments for both the CHP plant and the DH network expansion, building upon the screening findings of MK-ESM-563220-CS-QCBS.

The present document constitutes the Terms of Reference (ToR) governing Contract MK-ESM-563436-CS-QCBS. It will be incorporated in full into the Request for Proposals (RFP) issued by ESM under World Bank QCBS procurement procedures, in accordance with the World Bank Procurement Regulations for IPF Borrowers (Seventh Edition, September 2025) and the Environmental and Social Commitment Plan (ESCP) approved for the GFPP grant.

2. OBJECTIVES OF THE ASSIGNMENT

The overall objective of Contract MK-ESM-563436-CS-QCBS is to prepare all environmental and social (E&S) instruments required by the World Bank ESF and national legislation for the Bitola CHP plant and the Bitola DH network expansion, including any associated facilities, in form and substance acceptable to the World Bank, prior to project appraisal of the follow-on investment operation.

Specifically, the assignment shall:

- Conduct a full Environmental and Social Impact Assessment (ESIA) for the Bitola CHP plant and gas connection, integrating all applicable World Bank Environmental and Social Standards (ESS1 through ESS10).
- Conduct a full Environmental and Social Impact Assessment (ESIA) for the Bitola DH network expansion, integrating all applicable ESS.
- Prepare an Environmental and Social Management Plan (ESMP) for each investment component, including construction and operation phases.
- Prepare a Stakeholder Engagement Plan (SEP) covering both the CHP and DH components, in accordance with ESS10 and the ESCP commitments.
- Assess the applicability of ESS5 (Land Acquisition and Involuntary Resettlement) and prepare a Resettlement Policy Framework (RPF) and, where applicable, individual Resettlement Action Plans (RAPs).
- Prepare Labour Management Procedures (LMP) in accordance with ESS2.
- Prepare all required annexes, including a Chance Finds Procedure, Biodiversity Management Plan, Cumulative Impacts Management Plan, and a Code of Conduct for workers and contractors.

- Based on the ESIA prepared earlier, prepare a separate Environmental Impact Assessment (EIA) Study and all associated documentation required under the Law on Environment of the Republic of North Macedonia and applicable secondary legislation governing Environmental Impact Assessment procedures, including support to the national EIA process, public consultation and approval procedure before the competent authority.
- Ensure all instruments are consulted, disclosed, and submitted to the World Bank for no-objection prior to project appraisal.

3. SCOPE OF WORK

The Consultant shall carry out the following nine (9) tasks. Each task corresponds to one or more discrete deliverables as specified in Section 4. The Consultant is expected to coordinate closely with the teams engaged under Contracts MK-ESM-563220-CS-QCBS to ensure consistency of assumptions, data, and findings across the GFPP preparation programme.

The Consultant shall prepare a separate Environmental Impact Assessment (EIA) Study in accordance with the Law on Environment and all applicable secondary legislation governing Environmental Impact Assessment procedures in the Republic of North Macedonia. The EIA shall be prepared as a standalone document separate from the ESIA prepared under the World Bank Environmental and Social Framework, while ensuring consistency between both assessments.

Scope Delineation with Contract MK-ESM-563220-CS-QCBS: Task 9 of Contract MK-ESM-563220-CS-QCBS provides an E&S screening at concept level, establishing the probable ESF risk classification and defining the scope for the full ESIA. This Contract (MK-ESM-563436-CS-QCBS) builds directly upon those findings and is responsible for all substantive ESF instruments. The MK-ESM-563436-CS-QCBS Consultant shall obtain and review the MK-ESM-563220-CS-QCBS Task 9 outputs as a mandatory starting point and shall document any material differences in scope, methodology, or findings.

Task 1: Review and Integration of MK-ESM-563220-CS-QCBS E&S Screening Findings

- Obtain and systematically review all E&S screening findings, risk classification recommendations, and scoping outputs produced under Task 9 of Contract MK-ESM-563220-CS-QCBS.
- Identify and document any data gaps, methodological limitations, or scope clarifications required before commencing the full ESIA.
- Prepare a concise Scope Confirmation Memorandum for ESM and the World Bank confirming the agreed ESF risk classification, ESIA scope, list of applicable ESS, and work plan for the assignment.
- Align assumptions with the MK-ESM-563220-CS-QCBS Consultant regarding DH network routing, alignment options, and associated land take to ensure consistency between the ESIA boundary and the technical design.

Task 2: Environmental and Social Impact Assessment – CHP Plant and Gas Connection

The ESIA must be conducted in accordance with ESS1 (Assessment and Management of Environmental and Social Risks and Impacts) and all other applicable ESS. The consultant will propose the risk level classification. and will argument and document the rationale.

- Characterise the existing environmental and social baseline for the CHP plant site and the gas pipeline corridor: physical environment (air quality, noise, soils, groundwater, surface water),

biological environment (flora, fauna, protected areas, Natura 2000 sites), and socioeconomic environment (land use, livelihoods, community health, cultural heritage).

- Identify and assess all significant adverse and positive environmental and social impacts of the CHP plant during construction, operation, and decommissioning, including: air emissions (NO_x, CO₂, PM, SO₂ and other relevant pollutants); noise and vibration; water use and discharge; waste generation and management; visual impacts; worker health and safety; community health and safety; and land acquisition and resettlement.
- Assess compliance with EU Industrial Emissions Directive (IED 2010/75/EU) and applicable BAT Conclusions for Large Combustion Plants, and identify the measures required to achieve compliance.
- Assess the applicability and requirements of ESS2 (Labour), ESS3 (Resource Efficiency), ESS4 (Community Health and Safety), ESS5 (Land Acquisition), ESS6 (Biodiversity), ESS8 (Cultural Heritage), and ESS10 (Stakeholder Engagement) to the CHP plant component.
- Conduct a Cumulative Impact Assessment (CIA) covering the combined effects of the CHP plant, DH network expansion, and other planned developments in the Bitola region (including coal phase-out, RES additions, and urban development).
- Assess the project's compliance with the EU Taxonomy Regulation criteria for sustainable activities applicable to gas-fired power generation and identify any implications for access to concessional or green finance.
- Assess alignment with EU climate acquis and decarbonisation objectives, including consistency with the National Energy and Climate Plan (NECP)
- Assess the applicability and implications of EU Directive 2011/92/EU (EIA Directive) as transposed in national legislation, and outline the permitting pathway and timeline.

Task 3: Environmental and Social Impact Assessment – DH Network Expansion

The DH network ESIA shall be conducted as a standalone assessment covering the full alignment of the expanded network, including pipe routes, substations, and connection points. It shall be coordinated with the technical design developed under Contract MK-ESM-563220-CS-QCBS to ensure the ESIA boundary reflects the final preferred alignment.

- Characterise the existing environmental and social baseline along all candidate DH network alignments identified under MK-ESM-563220-CS-QCBS, including urban, peri-urban, and any greenfield sections.
- Identify and assess all significant adverse and positive environmental and social impacts during construction (trenching, traffic, noise, dust, utility disruption) and operation (heat losses, thermal discharges, maintenance access) phases, as well as specific assessment of air quality improvements resulting from displacement of individual heating systems (wood, coal, oil).
- Assess land acquisition requirements along all alignment options; identify private and public land, easements, and encumbrances; assess the extent of physical and economic displacement.
- Assess applicability of all relevant ESS to the DH component and document findings per standard.
- Assess cumulative impacts of the DH network expansion in combination with the CHP plant and other planned developments in Bitola.
- Evaluate alternatives considered for the DH network routing (including the no-project alternative) and document the rationale for the recommended alignment.

Task 4: Environmental and Social Management Plan (ESMP)

- Prepare a single integrated ESMP covering both the CHP plant and the DH network expansion, structured by project phase (construction and operation) and by ESS.
- For each identified environment and/or social adverse impact, specify: the mitigation measure; responsible party; monitoring indicator and method; monitoring frequency; and reporting mechanism.

- Prepare a Chance Finds Procedure for cultural heritage in accordance with ESS8.
- Prepare a Biodiversity Management Plan addressing identified risks to flora, fauna, and habitats in accordance with ESS6, including avoidance, minimisation, and compensatory measures where applicable.
- Prepare a Cumulative Impacts Management Plan identifying measures to manage cumulative effects in coordination with other responsible entities.
- Define the institutional arrangements and capacity requirements for ESMP implementation, including roles and responsibilities of ESM, contractors, and supervision staff.
- Develop a monitoring and reporting framework with clear indicators, targets, and timelines for ESMP performance reporting to ESM and the World Bank.

Task 5: Resettlement Policy Framework (RPF) and Resettlement Action Plans (RAPs)

ESS5 (Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement) applies where the project involves involuntary taking of land or restrictions on land use. The Consultant shall assess applicability for both the CHP plant site and the DH network alignment and prepare the required instruments accordingly.

- Assess the extent and nature of land acquisition required for the CHP plant site, gas connection corridor, and DH network expansion, including temporary and permanent land take, easements, and access restrictions.
- Prepare a Resettlement Policy Framework (RPF) establishing the principles, procedures, and standards governing land acquisition and resettlement for both investment components, consistent with ESS5 and national legislation. The RPF shall address: eligibility criteria; entitlement matrix; valuation methodology; grievance mechanism; disclosure and consultation requirements; and implementation and monitoring arrangements.
- Where specific alignments have been confirmed under MK-ESM-563220-CS-QCBS, and where physical or economic displacement is identified, prepare individual Resettlement Action Plans (RAPs) in accordance with the RPF. Each RAP shall include a census of affected persons, asset inventory, livelihood restoration plan, compensation schedule, implementation timeline, and monitoring framework.
- Identify and assess impacts on vulnerable groups (female-headed households, elderly, persons with disabilities, ethnic minorities) and propose targeted mitigation and support measures.

Task 6: Stakeholder Engagement Plan (SEP) and Grievance Mechanism

The SEP shall be consistent with ESS10 (Stakeholder Engagement and Information Disclosure) and with the stakeholder engagement commitments set out in the ESCP for the GFPP grant. It shall be designed to support both the preparation phase (GFPP) and the implementation phase of the follow-on investment operation.

- Prepare a comprehensive Stakeholder Identification and Mapping, identifying all affected parties and other interested parties, including: residents of the Bitola municipality; users of the district heating network; workers at TPP Bitola; local authorities (Municipality of Bitola, Ministry of Energy); civil society and environmental NGOs; vulnerable and disadvantaged groups; and the World Bank.
- Develop a Stakeholder Engagement Plan specifying: the methods and timing of information disclosure and consultation for each stakeholder group; language and format requirements; specific measures to ensure meaningful participation of vulnerable groups; and roles and responsibilities for implementation.

- Conduct at least two (2) public consultation events during the preparation of the ESIA (one scoping consultation and one disclosure consultation on the draft ESIA), document attendance, inputs received, and ESM's responses.
- Design and document a project-level Grievance Mechanism (GM) that is accessible, transparent, culturally appropriate, and free of cost and retaliation. The GM shall cover all project-related grievances during preparation and implementation, including anonymous complaints.
- Ensure disclosure of all ESF instruments on the websites of ESM, the Municipality of Bitola, and the Ministry of Energy, as required by the ESCP, and provide a disclosure log to ESM and the World Bank.

Task 7: Labour Management Procedures (LMP)

- Prepare Labour Management Procedures (LMP) in accordance with ESS2 (Labour and Working Conditions), covering: direct workers employed by ESM; contracted workers engaged by contractors; and supply chain workers (as applicable).
- The LMP shall address: terms and conditions of employment; occupational health and safety (OHS) requirements; prevention of forced labour and child labour; freedom of association and collective bargaining; non-discrimination and equal opportunity; worker grievance mechanism; and Code of Conduct for workers and contractors.
- Develop an Occupational Health and Safety (OHS) Plan for construction works, incorporating relevant IFC/World Bank Environmental, Health and Safety Guidelines (EHSs) for construction and energy sector activities.
- Prepare a Code of Conduct for all project workers and contractors, addressing professional conduct, prohibition of sexual exploitation and abuse (SEA) and sexual harassment (SH), environmental protection obligations, and sanctions for non-compliance.

Task 8: Disclosure, Consultation, and World Bank No-Objection Support

- Prepare all ESF instruments in both English and Macedonian language. English is the primary language for World Bank review; Macedonian is required for public disclosure and consultation.
- Support ESM in disclosing all draft ESF instruments prior to public consultation, in accordance with ESS10 and the ESCP requirements (disclosure on ESM, Ministry of Energy, and Municipality of Bitola websites).
- Organise and facilitate at minimum two (2) public consultation events per investment component (CHP and DH), prepare consultation records and a feedback response matrix, and incorporate consultation inputs into the final instruments.
- Prepare and submit a Disclosure and Consultation Log documenting all disclosure and consultation activities, dates, locations, number and profile of participants, issues raised, and responses provided.
- Respond to all World Bank review comments on submitted ESF instruments; prepare a Comment Response Matrix for each instrument submitted for no-objection; and revise instruments accordingly.
- Support ESM in submitting all final ESF instruments to the World Bank for formal no-objection prior to project appraisal.

Task 9: Environmental Impact Assessment (EIA) under National Legislation

- Review the applicability of EIA requirements to the CHP plant, gas connection, district heating facilities and all associated facilities.
- Prepare all documentation required for the national EIA procedure, including screening and scoping documentation where required by the competent authority.
- Prepare a complete EIA Study in accordance with national legal requirements.
- Assess impacts on air quality, climate, noise, vibration, water resources, soil, biodiversity, landscape, cultural heritage, waste management, human health and socio-economic conditions.

- Assess project alternatives, including location alternatives, technology alternatives and the no-project alternative.
- Assess cumulative environmental impacts.
- Define mitigation measures, environmental monitoring requirements and environmental management obligations.
- Support ESM during consultations with the competent authority.
- Support the organisation and implementation of public consultations required under national legislation.
- Revise and finalise the EIA documentation in response to comments received from the competent authority and stakeholders.

4. DELIVERABLES AND REPORTING SCHEDULE

The Consultant shall produce the following deliverables. All deliverables shall be submitted in English and Macedonian in both editable (MS Word) and PDF format. Hard copies (x2, printed and bound) shall be provided for deliverables D5 and D9.

No.	Deliverable	Task(s)	Format	Deadline (weeks from NTP)
D1	Inception Report: scope confirmation, data gaps, work plan, coordination protocol with MK-ESM-563220-CS-QCBS	Task 1	PDF+DOCX	Week 3
D2	Baseline Data Report: environmental and social baseline for CHP site and DH alignments	Tasks 2, 3	PDF+DOCX	Week 7
D3	Draft ESIA – CHP Plant and Gas Connection (including cumulative impact assessment)	Task 2	PDF+DOCX	Week 13
D4	Draft ESIA – DH Network Expansion (including cumulative impact assessment)	Task 3	PDF+DOCX	Week 15
D5	Draft ESMP (integrated, covering CHP and DH, including Chance Finds, Biodiversity, and Cumulative Impacts annexes)	Task 4	PDF+DOCX+x2 bound	Week 16
D6	Draft RPF and RAPs (where applicable)	Task 5	PDF+DOCX	Week 16
D7	Draft SEP (including Stakeholder Mapping and Grievance Mechanism design)	Task 6	PDF+DOCX	Week 10
D8	Draft LMP and Code of Conduct	Task 7	PDF+DOCX	Week 10
D9	Consultation Records and Disclosure Log (following public consultation events)	Task 8	PDF+DOCX+x2 bound	Week 18

D10	Comment Response Matrix (World Bank review round 1)	Task 8	PDF+DOCX	Week 20
D11	Final ESIA (CHP) – incorporating all review comments	Tasks 2, 8	PDF+DOCX	Week 22
D12	Final ESIA (DH) – incorporating all review comments	Tasks 3, 8	PDF+DOCX	Week 22
D13	Final ESMP, RPF/RAPs, SEP, LMP (all instruments finalised)	Tasks 4–7	PDF+DOCX	Week 22
D14	Draft National EIA Study	Task 9	PDF + DOCX	Week 15
D15	Performing public hearing, preparation of public hearing reports and feedback to comments received and preparation of Final National EIA Study	Task 9	PDF + DOCX	Week 24
D16	Executive Summary (Board-level presentation on E&S findings and mitigation)	All	PPTX+PDF	Week 22

NTP = Notice to Proceed (date of contract signature). ESM will circulate draft ESIA reports (D3, D4) and ESMP (D5). ESM will provide consolidated comments within 10 business days of receipt. The Consultant must incorporate all comments in the final instruments (D11–D13); unresolved comments shall be documented in D10.

5. KEY EXPERT REQUIREMENTS

The Consultant shall provide adequate staff in terms of expertise and time allocation, *[as well as the equipment needed]* to complete the activities required under the scope of work and to finally achieve the objectives of the project in terms of time, costs, and quality.

The numbers and person-months for all staff shall be included in the technical proposal and the costs in respect of these personnel are to be included in the financial proposal.

100% of the experts' time will be spent at the base of operations. No home-based work is possible unless prior approval is obtained from the Client, and this will be assessed on a case-by-case basis.

Proposal of organizational and functional schedule of the Consultant, i.e., Consultant's team composition and planning of number of people per positions, is a subject of the Consultant's Proposal.

Company profile and qualification criteria

To the assignment a team of experts with relevant experience and qualifications in their subject area as indicated further below can be engaged as a Consulting Firm. The Consulting firm may associate with other Consulting firm(s) in the form of a joint venture or of a sub-consultancy to complement their respective areas of expertise, strengthen the technical responsiveness of their proposal, and avail themselves to a broader pool of experts.

The qualification requirements of the Consulting firm are summarized as follows. The Consultant shall be a firm or a group of firms with following qualifications:

- *General Qualifications:*

- ❖ At least 10 years of experience in engineering and consulting services. As a proof of compliance, the consultant shall provide a copy of valid business license from country of origin (if such activity is subject to licencing in the consultant's country) and copy of the registration certificate (issued not earlier than 2 years prior to the proposal submission deadline);
 - ❖ At least 50% of the key experts must be permanent staff of the consultant. As a proof of compliance with this requirement the consultant shall provide a signed and stamped staffing table;
 - ❖ *The average annual turnover of the consultant must be at least EUR 300000 equivalents in the last 5 (five) years. As a proof of compliance with this requirement, the consultant shall provide audited balance sheets or verified financial statements covering the required period.*
- *Specific Qualifications relevant for the assignment:*
 - ❖ At least 2 assignments in preparation of Environmental and Social Impact Assessment (ESIA) studies for thermal power generation projects (natural gas, coal, biomass or combined heat and power plants) with an installed capacity of at least 100 MW, or related energy infrastructure projects, each with a contract value of at least EUR 300,000, successfully and substantially (at least 80%) completed either individually or as a member of a Joint Venture with a minimum participation of 50% during the last 10 years preceding the deadline for submission of proposals.

The credibility of mentioned experience shall be presented in a list of the required similar project/contracts as required above, including description of services provided (including information on contract value, contracting entity/client, project location/country, duration, assignment budget, percentage carried out by consultant in case of association of firms or subcontracting and main activities) and accompanied by certificates/confirmation of orderly fulfilment of the contracts verified by other party from such contracts.

It is required to provide examples of assignments of similar nature. Similarity is based on the scope, nature and value of the assignment.

Minimum Qualification requirements for the Key Staff

In accordance with World Bank QCBS (Quality and Cost Based Selection) procedures applicable to Contract MK-ESM-563436-CS-QCBS, the Consultant must propose a team of Key Experts (KEs) with qualifications adequate for the complexity of this assignment. The following minimum qualifications are mandatory eligibility requirements. Consultants may propose sub-consultants or form joint ventures/consortia to strengthen their team.

Key Experts are defined as professionals whose skills, qualifications, knowledge, and experience are critical to the performance of the assignment. Their CVs shall be evaluated as part of the technical proposal. Key Experts may not be substituted after contract award except as per the provisions of the contract and with written approval by the Client.

Position	Minimum Qualifications (Mandatory)	Indicators for Technical Scoring
KE-1 Team Leader / ESIA Lead	University degree in environmental science, engineering, or related field. Min. 15 years of experience in environmental and social impact assessment for large industrial or energy infrastructure projects. Min. 3 completed ESIA/EIA studies for thermal power plants or comparable energy infrastructure (≥ 100 MW) in the last 12 years. Demonstrated	Number of ESIAs led under IFI financed. Experience in the Western Balkans energy sector. .

	experience as Team Leader on World Bank or IFC-financed ESIA assignments.	
KE-2 Social Development Specialist / Resettlement Expert	University degree. Min. 10 years of experience in social impact assessment and involuntary resettlement for infrastructure projects. Min. 2 completed RPFs or RAPs for IFI financed projects in the last 10 years.	RAPs implemented under IF specifically. Experience with resettlement in Western Balkans or EU member states. Gender and social inclusion expertise.
KE-3 Stakeholder Engagement / SEP Specialist	University degree. Min. 8 years of experience in stakeholder engagement for large infrastructure projects. Min. 2 SEPs prepared under IFIs in the last 8 years. Demonstrated experience facilitating public consultations in multicultural or minority-affected communities.	SEPs prepared for IFI financed project. Experience with grievance mechanism design. Proficiency in Macedonian language (for consultation facilitation).
KE-4 Air Quality and Climate Specialist	University degree in environmental engineering, atmospheric science, or related field. Min. 8 years of experience in air quality impact assessment for thermal power or industrial projects. Min. 1 dispersion modelling study for a gas-fired or coal-fired power plant in the last 8 years.	Experience with EU IED compliance assessment. GHG inventory and carbon accounting experience. Recognised modelling software proficiency (AERMOD, CALPUFF or equivalent).
KE-5 Biodiversity and Ecology Specialist	University degree in ecology, biology, or environmental science. Min. 7 years of experience in biodiversity assessment for infrastructure projects. Familiarity with EU Habitats and Birds Directives and ESS6 requirements. Min. 1 biodiversity assessment for an energy infrastructure project in the last 7 years.	Natura 2000 screening and Appropriate Assessment experience. Biodiversity Management Plan preparation. Experience in the Balkans ecological context.
KE-6 Labour and OHS Specialist	University degree in occupational health and safety, engineering, law, or related field. Min. 7 years of experience in occupational health and safety management for construction or energy projects. Knowledge of IFIs EHSGs. Min. 1 LMP or OHS plan prepared for an IFI-financed project.	Code of Conduct development for construction projects. SEA/SH prevention framework experience. OHS certification (NEBOSH, ISO 45001 lead auditor or equivalent).
KE-7 National Environmental Regulatory Expert	University degree in law or environmental science. Min. 7 years of experience in environmental permitting and regulatory compliance in North Macedonia or comparable Western Balkans jurisdiction. Demonstrated knowledge of EIA legislation in North Macedonia and applicable EU environmental directives. Min. 1 EIA permit obtained for an energy or industrial project in North Macedonia in the last 10 years.	Direct experience with the EIA permitting authority in North Macedonia. Knowledge of Energy Community environmental obligations. Proficiency in Macedonian language (mandatory for regulatory interface).
KE-8 National EIA Expert / EIA Study Coordinator	University degree in environmental science, engineering or a related field. Min. 15 years of experience in environmental impact assessment for large industrial or energy infrastructure projects. Min. 3 completed EIA studies for	Number of approved EIA studies prepared under the legislation of the Republic of North Macedonia. Experience with thermal power plants, CHP plants, natural gas infrastructure and district heating systems.

large industrial plants, thermal power plants, CHP plants or comparable energy infrastructure in the last 12 years. Shall meet the qualification requirements for preparation of EIA studies under the legislation of the Republic of North Macedonia.

Experience with environmental permitting and EIA approval procedures in North Macedonia.
Experience coordinating multidisciplinary EIA teams.
Experience supporting public consultation and stakeholder engagement as part of EIA procedures.

6. CONTRACT TYPE AND PAYMENT ARRANGEMENTS

The assignment will be contracted under the World Bank Standard Form of Contract for the Selection of Consultants (Lump-Sum remuneration).

6.1 Contract Duration

The contract duration is 22 weeks from the Notice to Proceed (NTP), with a possible extension of up to 4 weeks subject to ESM's and the World Bank's agreement. The NTP date is the date on which the signed contract and the Consultant's performance guarantee have been received by ESM.

World Bank Note: Financial negotiations under QCBS shall not alter the technical proposal or the proposed unit rates for Key Experts. Only arithmetical corrections and clarifications are permissible. The advance payment shall be backed by an unconditional bank guarantee of equal value.

6.2 Confidentiality and Intellectual Property

All data, information, reports, and instruments produced under this assignment are the exclusive property of ESM upon final payment. The Consultant shall sign a Non-Disclosure Agreement (NDA) at contract signature. In accordance with the World Bank Access to Information Policy and ESS10, the final ESIA reports and ESMP may be publicly disclosed by the World Bank after project approval, and shall in any case be disclosed nationally as required by national EIA legislation.

6.3 Key Expert Availability and Substitution

Key Experts committed in the proposal may not be substituted during the assignment except in cases of force majeure. Any proposed substitution must be approved in writing by ESM and in accordance with contract conditions. The replacement must meet or exceed the qualifications of the original expert. Unauthorized substitution may result in contract suspension or termination.