TERMS OF REFERENCE

Job Title:	Team of 3 experts (*fields of expertise: hydromorphology, hydrobiology, physico-chemical quality of surface waters*) to develop the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies and Methodology on Establishment of Reference Conditions
Duty Station:	Chisinau
Project reference:	Support to the Moldovan authorities for the sustainable management of the Dniester River (Dniester 2 Project)
Contract type:	Individual Contract (IC)
Contract Duration:	80 working days during January – July 2024

I. Background:

Sustainable management of water resources in accordance with the principle of integrated water management is a priority for Moldova. For further development of the water policy and improvement of the regulatory framework, the Ministry of Environment (MoE), with the support of its subordinated institutions, is responsible for ensuring an ongoing dialogue with the two neighboring countries on the integrated management of transboundary water resources, with the goal to ensure the quality and quantity of water needed for both sustainable socio-economic development of the country and a healthy environment.

In the process of improving the national regulatory framework, and harmonizing the environmental legislation with the provisions of European Union (EU) legislation, the national environmental protection system faces many constraints, mainly related to outdated standards, normative acts, capacity of responsible institutions, shortage of qualified staff in the government sectoral institutes, etc.

The importance of integrated management of the Dniester River is indisputable for the Republic of Moldova. It is the Republic of Moldova's largest river, covering 70% of the country's water consumption needs, thus being considered a strategic surface water resource for both environmental and socio-economic security of the country. At the same time, the Dniester River is Ukraine's second largest river in terms of water discharge.

For the joint Moldovan-Ukrainian management of the Dniester River, a topic of major importance for the authorities of the Republic of Moldova is the impact of the operation of the Ukrainian Dniester Hydropower Complex (HPC) on Moldova's territory. In the framework of the Project "Study of social and environmental impact assessment of the Dniester Hydropower Complex", funded by the Swedish Embassy and implemented by UNDP in 2018-2021, the negative impact of the Dniester Hydropower Complex on the environment downstream was clearly demonstrated.

According to the Republic of Moldova's Water Law 272/2011, river basin district management plans (RBDMP) are being developed for 6-year cycles. The Dniester River Basin Management Plan (RBMP) for 2025-2030 concerns Ukraine as well. For this reason, important methodological aspects were harmonized between the two countries' experts and institutions, and a Joint Strategic Action Program was prepared with assistance of the GEF / UNDP/ OSCE/ UNECE project "Enabling transboundary co-operation and integrated water resources management in the Dniester River Basin". The Strategic Action Program (SAP) is one of the key strategic documents of the Commission on Sustainable Use and Protection of the Dniester River Basin. It is based on the findings of the Transboundary Diagnostic Analysis (TDA) for the Dniester River Basin. Both documents have been developed according to the methodology agreed by the two countries and have been extensively consulted. The documents contribute to the Dniester River basin management planning at the national level, as well as support implementation of international commitments to develop joint plans for the transboundary basins. On March 31, 2021, a Joint Statement on the approval of the Strategic Action Program for the Dniester River Basin for 2021 was signed by the representatives of the Ministry of Agriculture, Regional Development and Environment of the Republic of Moldova and the Ministry of Environmental Protection and Natural Resources of Ukraine.

Along with efforts to manage the cross-border issues of the Dniester River management under the framework of the Dniester Commission, currently, the national environmental institutions are engaged in an extensive process of functional analysis aimed at streamlining their structures, functions, and capacities in the field of integrated management of water resources.

The strategy of the project "Support to the Moldovan authorities for the sustainable management of the Dniester River" is to improve environmental and social conditions in the Dniester River Basin District through enhanced management of water resources on the basis of an updated regulatory framework, a comprehensive and reliable river basin management planning, improved water management institutional capacities and implementation of practical environmental activities that would improve the ecological status of the Dniester River, identified as part of the Dniester Impact Study (2021).

The Overall Objective of the project is to increase the capacity of the Moldovan Government to sustainably manage the Dniester River basin at the national and transboundary levels, including:

1) To ensure that the Republic of Moldova has a sufficient regulatory framework for sustainable river management based on the basin-wide approach supported by the EU WFD provisions,
2) To provide the Moldovan Government with a comprehensive and realistic Management Plan for the Dniester River Basin developed in compliance with the EU WFD,
3) To provide continuous support for the enhancement of capacities of national authorities responsible for water management, as well as the Moldovan representatives under joint Moldovan and Ukrainian bodies tasked with cross-border management of the Dniester River
4) To improve the social, economic, and environmental conditions of the Dniester River.

The project duration is from August 2022 through August 2026.

II. Objective:

Following the EU Association Agreement signed in 2014, the Republic of Moldova engaged to gradually approximate its legislation to the EU legislation.

Thus, great efforts were undertaken by the country to harmonize its national legislation with EU environmental acquis, including water quality and resource management requirements. The Water Law adopted in 2011 and its subsequent secondary legislation were partially aligned to the requirements of the EU Water framework Directive (WFD) and a series of more specific directives (i.e., Groundwater Directive, Drinking Water Directive, Bathing Water Directive, Nitrates Directive, the Urban Wastewater Treatment Directive, Environmental Quality Standards Directive and the Floods Directive) serves as the primary legal framework for water resources management in the country.

In 2022, the European Council granted the EU candidate status to the Republic of Moldova, opening a new strategic phase for EU-Moldova relations that implies a further and deeper alignment of national legislation with all EU acquis.

Thus, in 2023, the Project "Support to the Moldovan authorities for the sustainable management of the Dniester River" recruited a legal expert with the purpose of providing technical support to the Government of the Republic of Moldova in the development of amendments to the 2011 Water Law for its further alignment to the requirements of EU legal framework.

Moreover, there are a series of methodologies that need to be developed as secondary legislation under the Water Law 272/2011 to ensure further approximation of national legislation to EU WFD requirements that are particularly important to support the assessment and classification of ecological status and potential of water bodies as well as the development of the RBDMPs.

The methodologies to be developed were included in the National Action Plan for the accession of the Republic of Moldova to the European Union for the years 2024-2027, approved by Government Decision 829/2023.

The methodologies aim to go further with approximation to EU WFD.

The overall aim of the WFD is to achieve "good ecological status" and "good surface water chemical status" in all bodies of surface water. For that purpose, the WFD requires surface water classification through the assessment of ecological status or ecological potential, and surface water chemical status. WFD outlines specific ecological classification categories for the status of surface water bodies as follows:

- High Ecological Status (HES): This classification represents the highest ecological quality achievable by a water body under natural, undisturbed conditions. High Ecological Status indicates that the water body is in a pristine or near-natural state, with minimal human impact. It is the target status for waters under the WFD.
- Good Ecological Status (GES): Good Ecological Status is the primary objective of the WFD for water bodies. It implies that the biological and ecological conditions of the water body are close to what would be expected under reference or near-natural conditions. GES represents a healthy and well-functioning ecosystem, with only minor human-induced alterations.
- Moderate Ecological Status (MES): Moderate Ecological Status indicates that the water body's ecological quality is moderately affected by human activities. Some alterations to the biological communities and ecosystems may be observed, and measures are needed to improve the ecological condition.
- Poor Ecological Status (PES): Water bodies classified as having Poor Ecological Status are significantly impacted by human activities. The ecological quality is notably impaired, and measures must be taken to restore and improve the health of the ecosystem.

- Bad Ecological Status (BES): This is the lowest classification category and represents a severely degraded or highly impacted water body. Water bodies with Bad Ecological Status are in a poor and unsustainable ecological condition, often with severe pollution, habitat loss, and other substantial disturbances.

In addition to the above classification categories for ecological status, the WFD also includes categories for ecological potential as follows:

- Maximum Ecological Potential (HEP): This category represents the water body's potential to achieve High Ecological Status if appropriate measures are implemented to restore and improve its ecological condition. HEP indicates a high likelihood of recovery if restoration actions are taken.
- Good Ecological Potential (GEP): Good Ecological Potential signifies that the water body has the potential to attain Good Ecological Status with the implementation of measures to reduce human pressures and restore its ecological health.
- Moderate Ecological potential (MEP): Artificial and heavily modified water bodies have undergone significant human interventions, which may include activities like dam construction, channel straightening, or urbanization. These activities can result in a loss of natural features and ecological functions. However, despite the extensive alterations, there is still potential for improvement in the ecological quality of these water bodies. While reaching "High Ecological Potential" may be challenging or unfeasible due to the extent of modification, reaching "Good Ecological Status" (GES) may be a realistic target.

WFD explicitly defines the quality elements that must be used for the assessment of ecological status/potential. Separate lists are provided for rivers and lakes. The lists of quality elements for each surface water category are subdivided into 3 groups of ‘elements’: (1) biological elements, (2) hydromorphological elements supporting the biological elements; and (3) chemical and physico-chemical elements supporting the biological elements.

These ecological classification categories and potential categories serve as a framework for assessing and managing the ecological quality of surface water bodies in accordance with the WFD. Classification helps guide decision-making, the establishment of environmental objectives, and the development of programs of measures to protect and improve the state of aquatic ecosystems.

To classify the ecological status, reference conditions or reference sites are used as benchmarks. Reference conditions represent undisturbed or minimally impacted aquatic ecosystems that serve as a baseline for assessing water body health.

In relation to biological and chemical and physico-chemical elements and surface water classification based on them, national Regulations on the requirements for environmental quality for surface water (Government Decision 890/ 2013) only partly transposes Annex V and Annex X to WFD, and establishes environmental quality requirements for surface waters and procedure for their classification by 5 (five) quality classes with reference to physico-chemical, hydrobiological as well as microbiological, virological and helminthological parameters. It is important to note that at present the Republic of Moldova does not undertake evaluations of hydromorphological characteristics of surface water bodies, nor is it engaged in the monitoring of hydromorphological conditions. The development of such a methodology would serve as a basis for the assessment and management of hydromorphological aspects, thus making significant steps towards the effective implementation of the hydromorphological requirements of the WFD in the Republic of Moldova.

At the same time, in the Republic of Moldova, the identification and designation of artificial and highly modified water bodies, which would complete the system of assessment and classification of the state of surface water bodies, is not carried out. The implementation of this procedure would enable the challenges posed by artificial and heavily modified water bodies to be effectively addressed.

In order to eliminate this legislative inconsistency with the WFD and create the hydromorphological monitoring system and identification and designation of artificial and highly modified water bodies, a national expert will be contracted, who will develop the Methodology on Hydromorphological Alterations, Monitoring and Assessment and Methodology on Identification and Designation of Heavily Modified and Artificial Water Bodies.

The expert contracted to develop the aforementioned methodologies is expected to work in parallel and cooperate with the expert team that will develop the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies.

In turn, the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies shall address ecological classification of water bodies for the purposes of WFD and shall include qualification tables showing status assessment for each of the quality element – biological, physico-chemical, and chemical, and hydromorphological for both rivers and lakes.

Also, establishment of reference conditions in the context of the Water Framework Directive (WFD) is a critical step in assessing the ecological and chemical status of water bodies. Reference conditions serve as a benchmark for evaluating the current state of water bodies and setting restoration or improvement targets.

Therefore, it is necessary to develop a methodology for establishing reference conditions and ranges or levels of ecological status classes. This document is to focus on the implementation of Annexes II and V, with a particular focus on surface waters and methods and principles for establishing reference conditions and class boundaries between high, good, and moderate ecological status.

Identification of reference conditions for water types of area will be the component part of the general description of the characteristics of the hydrographic district, required for the elaboration of the Management Plans of the Hydrographic Basin Districts.

The establishment of type-specific reference conditions for each type of surface water body characterized using either "system A" or "system B" must include type-specific hydromorphological, biological, and physico-chemical conditions, as representing the values of the hydromorphological quality elements, biological and physico-chemical for that type of surface water body in very good ecological condition.

Where it is not possible to establish appropriate type-specific reference conditions for a quality element in a type of surface water body, due to the high degree of variability of that element, recorded not only as a result of seasonal variations, then that element may be excluded from the ecological status assessment for that type of surface water body.

III. Scope of work and expected outputs:

The objective of this assignment is to provide technical support to the Government of the Republic of Moldova in the development of the following methodologies:

1. Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies.
2. Methodology on Establishment of Reference Conditions.

This assignment is divided into three lots and will performed by 3 experts as follows:

Expert in Hydromorphology - Team Leader

1. **Coordinate the team of experts, draft methodological aspects for the assessment of ecological status and ecological potential of water bodies based on hydromorphological quality elements and integrate the methodological aspects in the field of physico-chemical and biological quality elements developed by experts in the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies.**
   1.1. Develop recommendations on national institutional and legal framework for establishment of reference conditions and classification of ecological status and ecological potential of surface water bodies based on analysis of national regulatory framework and existing institutional framework in the field of water resources management and best practices of the European Union's countries.
   1.2. Develop methodological aspects for the assessment of ecological status and ecological potential of surface water bodies with focus on hydromorphological quality elements, based on Guideline No. 13 General approach to the classification of ecological status and ecological potential (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and experience of European countries.
   1.3. Coordinate the team of experts involved in the development of methodological aspects for assessment and classification of ecological status and ecological potential of surface water bodies and integrate the methodological aspects developed in the field of hydromorphological, physico-chemical, and biological quality elements in the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies, respecting the basic requirements regarding the structure and content of the normative act, established by Law 100/2017 on normative acts.
   1.4. Ensure consultations with interested parties regarding the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies with the support of the team of experts.

2. **Coordinate the team of experts, develop the reference conditions for hydromorphological quality elements and integrate the reference conditions in the field of physico-chemical quality elements and biological quality elements in the Methodology on Establishment of Reference Conditions.**
   2.1. Develop reference conditions for hydromorphological quality elements, considering the provisions of Guide No. 10 Rivers and lakes – Typology, reference conditions and classification systems (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and the experience of European countries shall be taken into consideration.
   2.2. Coordinate the team of experts involved in the development of reference conditions and integrate the reference conditions in the field of hydromorphological, physico-chemical, and biological quality elements in the Methodology on Establishment of Reference Conditions, respecting the basic requirements regarding the structure and content of the normative act, established by Law 100/2017 on normative acts.
   2.3. Ensure consultations with interested parties regarding the Methodology on Establishment of Reference Conditions with the support of the team of experts.

No.	Deliverables	Estimate Workdays	Tentative timeframe
1	**Deliverable 1:** Report on analysis of national regulatory framework and existing institutional framework in the field of water resources management and best practices		By the end of February 2024

	of the European Union and recommendations for the development of national institutional and legal framework for the establishment of reference conditions and classification of ecological status and ecological potential of surface water bodies in accordance with **Task 1.1.**	10 working days	
2	**Deliverable 2:** Report on development of methodological aspects on assessment of ecological status and ecological potential of surface water bodies based on hydromorphological quality elements in accordance with **Task 1.2.**	5 working days	By the end of March 2024
3	**Deliverable 3:** Report on development of Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies and ensuring consultations with interested parties, according to the Tasks 1.3. and 1.4., according to the **Tasks 1.3.** and **1.4**.	10 working days	By the end of April 2024
4	**Deliverable 4:** Report on development of reference conditions for hydromorphological quality elements according to the Task **2.1.**	5 working days	By the end of May 2024
5	**Deliverable 5:** Report on development of Methodology on Establishment of Reference Conditions and ensuring consultations with interested parties, according to **Tasks 2.2** and **2.3**.	10 working days	By the end of June 2024

Expert in Hydrobiology

1. **Develop the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies.**
   1.1. Develop the methodological aspects on assessment of ecological status and ecological potential for surface water bodies with focus on biological quality elements, based on Guideline No. 13 General approach to the classification of ecological status and ecological potential (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and the experience of European countries.
   1.2. Participation in the process of developing the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies, coordinated by the Expert in Hydromorphology (Team Leader).
   1.3. Participation in consultations with interested parties regarding the Methodology on assessment of ecological status and ecological potential of surface water bodies, coordinated by the Expert in Hydromorphology (Team Leader).

2. **Develop the Methodology on Establishment of Reference Conditions.**
   2.1. Develop of reference conditions for biological quality conditions, considering the provisions of Guide No. 10 Rivers and lakes – Typology, reference conditions and classification systems (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and the experience of European countries shall be taken into consideration.
   2.2. Participation in the process of developing the Methodology on Establishment of Reference Conditions, coordinated by the Expert in Hydromorphology (Team Leader).

2.3. Participation in consultations with interested parties regarding the Methodology on Establishment of Reference Conditions, coordinated by the Expert in Hydromorphology (Team Leader).

No.	Deliverables	Estimate Workdays	Tentative timeframe
1	**Deliverable 1:** Report on development of methodological aspects on assessment of ecological status and ecological potential of surface water bodies based on biological quality elements in accordance with **Task 1.1.**	5 working days	By the end of March 2024
2	**Deliverable 2:** Report on participation in development of Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies and consultations with the interested parties, according to **Tasks 1.2.** and **1.3**.	5 working days	By the end of April 2024
3	**Deliverable 3:** Report on development of reference conditions for biological quality elements, according to the Task **2.1.**	5 working days	By the end of May 2024
4	**Deliverable 4:** Report on participation in development of Methodology on Establishment of Reference Conditions and consultations with interested parties, according to **Tasks 2.2**. and **2.3**.	5 working days	By the end of June 2024

Expert in the Physico-Chemical Quality of Surface Waters

1. **Develop the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies.**
   1.1. Develop the methodological aspects regarding the assessment of ecological status and ecological potential for surface water bodies with focus on physico-chemical elements, based on Guideline No. 13 General approach to the classification of ecological status and ecological potential (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and experience of European countries.
   1.2. Participation in the process of developing the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies, coordinated by the Expert in Hydromorphology (Team Leader).
   1.3. Participation in consultations with interested parties regarding the Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies, coordinated by the Expert in Hydromorphology (Team Leader).

2. **Develop the Methodology on Establishment of Reference Conditions.**
   2.1. Develop reference conditions for physico-chemical quality conditions, considering the provisions of Guide No. 10 Rivers and lakes – Typology, reference conditions and classification systems (Common Implementation Strategy for Water) Framework Directive (2000/60/EC) and the experience of European countries shall be taken into consideration.
   2.2. Participation in the process of developing the Methodology on Establishment of Reference Conditions, coordinated by the Expert in Hydromorphology (Team Leader).

2.3. Participation in consultations with interested parties regarding the Methodology on Establishment of Reference Conditions, coordinated by the Expert in Hydromorphology (Team Leader).

No.	Deliverables	Estimate Workdays	Tentative timeframe
1	**Deliverable 1:** Report on development of methodological aspects on assessment of ecological status and ecological potential of surface water bodies based on physico-chemical elements in accordance with **Task 1.1.**	5 working days	By the end of March 2024
2	**Deliverable 2:** Report on participation in the development of Methodology on Classification of Ecological Status and Ecological Potential of Surface Water Bodies and in consultations with interested parties, according to **Tasks 1.2.** and **1.3**.	5 working days	By the end of April 2024
3	**Deliverable 3:** Report on development of reference conditions for physico-chemical quality elements, according to the Task **2.1.**	5 working days	By the end of May 2024
4	**Deliverable 4:** Report on participation in development of Methodology on Establishment of Reference Conditions and consultations with interested parties, according to **Tasks 2.2**. and **2.3**.	5 working days	By the end of June 2024

IV. Organizational Setting:

The *Expert in Hydrobiology* and *Expert in the Physico-chemical Quality of Surface Waters* will work in a team under the coordination of the *Expert in Hydromorphology* (Team Leader). The team will collaborate with the expert contracted by the project for development of Methodology on Hydromorphological Alterations, Monitoring and Assessment and Methodology on Identification and Designation of Heavily Modified and Artificial Water Bodies and the legal experts contracted by the project and with the relevant authorities to identify and facilitate the preparation of necessary documents for the approval and adoption of mentioned methodologies.

The methodology will be developed under the supervision of the Project Manager and/or Team Leader for Components 1-3 in close collaboration with the staff of the Division of Integrated Water Resources Management Policies of the Ministry of Environment (MoE), Environment Agency, Apele Moldovei Agency and State Hydrometeorological Service.

V. Financial arrangements:

Payments will be disbursed in several instalments, upon submission and approval of deliverables, and certification by UNDP Moldova Programme Specialist/Cluster Lead that the services have been satisfactorily performed.

VI. Confidentiality

Materials provided to the Consultant and all proceedings within the consultancy contract shall be regarded as confidential, both during and after the consultancy. Violation of confidentiality requirements may result in immediate termination of the contract.

VII. Qualifications and skills required:

Expert in Hydromorphology (Team Leader)

Academic Qualifications:

- An advanced degree (master's or Ph.D.) in hydrology, geography, environment, or other relevant fields is required.

Experience:

- At least 5 years of work experience of research, monitoring, evaluation in hydrology, geography, environment or related fields;
- At least 3 years of experience in implementing the WFD and its implementing documents;

Competencies:

- Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011;
- Knowledge of the Water Framework Directive and its implementing documents;
- Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017;
- Strong interpersonal and communication skills, demonstrated by previous assignments;
- Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments.
- Fluency in Romanian and English languages is a must.

Expert in Hydrobiology

Academic Qualifications:

- An advanced degree (master's or Ph.D.) in hydrology, biology or environment, or other relevant fields is required.

Experience:

- At least 5 years of work experience in research, monitoring, evaluation in hydrobiology, biology, environment or related fields;
- At least 3 years of experience in implementing the WFD and its implementing documents .

Competencies:

- Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011;

- Knowledge of the Water Framework Directive and its implementing documents;
- Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017;
- Strong interpersonal and communication skills, demonstrated by previous assignments;
- Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments;
- Fluency in Romanian and English languages is a must.

Expert in the Physico-Chemical Quality of Surface Waters

Academic Qualifications:

- An advanced degree (master's or Ph.D.) in chemistry, biology, environment, or other relevant fields is required.

Experience:

- At least 5 years of work experience in research, monitoring, evaluation in the field of physico-chemical quality elements of surface water or environment;
- At least 3 years of experience in implementing the WFD and its implementing documents.

Competencies:

- Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011;
- Knowledge of the Water Framework Directive and its implementing documents;
- Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017;
- Strong interpersonal and communication skills, demonstrated by previous assignments;
- Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments;
- Fluency in Romanian and English languages is a must.

The UNDP Moldova is committed to the workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.
Please specify in CV, in case you belong to the group(s) under-represented in the UN Moldova and/or the area of assignment.

VIII. Documents to Be Included When Submitting the Proposals

Interested individual consultants must submit the following documents/ information to demonstrate their qualifications:

- CV, including information about past experience in similar assignments and contact details for at least 3 referees;
- Brief description of why the individual considers him/herself as the most suitable for the assignment;
- Offeror's Letter confirming Interest and Availability with financial proposal (in USD, specifying the total lump sum amount). Financial proposal template prepared in compliance with the template in Annex 2.

Important notice: The applicants who have the statute of Government Official / Public Servant prior to appointment will be asked to submit the following documentation:

- a no-objection letter in respect of the applicant received from the Government, and;
- the applicant is certified in writing by the Government to be on official leave without pay for the entire duration of the Individual Contract.

IX. Evaluation

Expert in Hydromorphology (Team Leader)

Initially, individual consultants will be short-listed based on the following minimum qualification criteria:

- An advanced degree (master's or Ph.D.) in hydrology, geography, environment, or other relevant fields is required;
- At least 5 years of work experience of research, monitoring, evaluation in hydrology, geography, environment, or related fields;
- At least 3 years of experience in implementing the WFD and its implementing documents.

The award of the contract shall be made to the individual consultant if the technical and financial offers have been evaluated and determined as responsive, compliant, and acceptable.

The short-listed individual consultants will be further evaluated based on the following methodology:

Cumulative analysis

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

a) responsive/ compliant/ acceptable, and
b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight – 60% (300 pts);
* Financial Criteria weight – 40% (200 pts).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

Criteria	Scoring	Maximum Points Obtainable
Technical		
An advanced degree (master's or Ph.D.) in hydrology, geography, environment, or other relevant fields is required	*Master's degree – 10 pts, Ph.D.'s degree – 20 pts*	20
At least 5 years of work experience of research, monitoring, evaluation in hydrology, geography, environment or related fields	*5 years – 30 pts,* *each additional year of experience – 10 pts, up to a maximum of 60 pts*	60
At least 3 years of experience in implementing the WFD and its implementing documents	*Up to 3 years – 0 pts,* *2 years – 10 pts, each additional year of experience – 10 pts, up to a maximum of 50 pts*	50
Subtotal desk review Scoring – 130 pts.		
Interview (demonstrated technical knowledge and experience; communication/ interpersonal skills; initiative; creativity/ resourcefulness) ***(common for all lots)***. **Only the first 5 applicants that have accumulated the highest technical score shall be invited to the interview.**		
Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011	*Limited – up to 20 pts, good – up to 40 pts, excellent – up to 50pts*	165
Knowledge of the Water Framework Directive and its implementing documents	*Limited – up to 15 pts, good – up to 25 pts, excellent – up to 40pts*	
Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017	*Limited – up to 10 pts, good – up to 20 pts, excellent – up to 30pts*	
Strong interpersonal and communication skills, demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	
Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	
Fluency in Romanian and good working knowledge of English. Knowledge of Russian would be an asset.	*Each language 5 pts, up to 15 pts.*	
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment*	*no – 0 pts., to one group – 2.5 pts., to two or more groups – 5 pts.*	5
Subtotal interview – 170 pts.		
Maximum Total Technical Scoring		**300**

**Under-represented group in the area of assignment are persons with disabilities, LGBTI, ethnic and linguistic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, refugees, and other non-citizens.*

Financial	
Evaluation of submitted financial offers will be done based on the following formula: **S = Fmin / F * 200** **S –** score received on financial evaluation **Fmin –** the lowest financial offer out of all the submitted offers qualified over the technical evaluation round	**200**

F – financial offer under consideration	

Winning candidate
The winning candidate will be the candidate who has accumulated the highest aggregated score (technical scoring + financial scoring).

Expert in Hydrobiology

Initially, individual consultants will be **short-listed** based on the following minimum qualification criteria:

- An advanced degree (master's or Ph.D.) in biology, environment, or other relevant fields is required;
- At least 5 years of work experience in research, monitoring, evaluation in hydrobiology, biology, environment, or related fields;
- At least 3 years of experience in implementing the WFD and its implementing documents.

The award of the contract shall be made to the individual consultant if the technical and financial offers have been evaluated and determined as responsive, compliant, and acceptable.

The short-listed individual consultants will be further evaluated based on the following methodology:

Cumulative analysis
The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

a) responsive/ compliant/ acceptable, and
b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight – 60% (300 pts);
* Financial Criteria weight – 40% (200 pts).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

Criteria	**Scoring**	**Maximum Points Obtainable**
Technical		
An advanced degree (master's or Ph.D.) in biology, environment, or other relevant fields is required	*Master's degree – 10 pts, Ph.D.'s degree – 20 pts*	20
At least 5 years of work experience in research, monitoring, evaluation in hydrobiology, biology, environment, or related fields	*5 years – 30 pts,* *each additional year of experience – 10 pts, up to a maximum of 60 pts*	60

At least 3 years of experience in implementing the WFD and its implementing documents	*Up to 3 years – 0 pts,* *2 years – 10 pts, each additional year of experience – 10 pts, up to a maximum of 50 pts*	50
Subtotal desk review Scoring – 130 pts.		
Interview (demonstrated technical knowledge and experience; communication/ interpersonal skills; initiative; creativity/ resourcefulness) ***(common for all lots)***. **Only the first 5 applicants that have accumulated the highest technical score shall be invited to the interview.**		
Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011	*Limited – up to 20 pts, good – up to 40 pts, excellent – up to 50pts*	165
Knowledge of the Water Framework Directive and its implementing documents	*Limited – up to 15 pts, good – up to 25 pts, excellent – up to 40pts*	
Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017	*Limited – up to 10 pts, good – up to 20 pts, excellent – up to 30 pts*	
Strong interpersonal and communication skills, demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	
Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	
Fluency in Romanian and good working knowledge of English. Knowledge of Russian would be an asset.	*Each language 5 pts, up to 15 pts.*	
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment*	*no – 0 pts., to one group – 2.5 pts., to two or more groups – 5 pts.*	5
Subtotal interview – 170 pts.		
Maximum Total Technical Scoring		**300**

**Under-represented group in the area of assignment are persons with disabilities, LGBTI, ethnic and linguistic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, refugees, and other non-citizens.*

Financial	
Evaluation of submitted financial offers will be done based on the following formula: **S = Fmin / F * 200** **S –** score received on financial evaluation **Fmin –** the lowest financial offer out of all the submitted offers qualified over the technical evaluation round **F –** financial offer under consideration	**200**

Expert in the Physico-Chemical Quality of Surface Waters

Initially, individual consultants will be short-listed based on the following minimum qualification criteria:

- An advanced degree (master's or Ph.D.) in chemistry, biology, environment, or other relevant fields is required;
- At least 5 years of work experience in research, monitoring, evaluation in the field of physico-chemical quality elements of surface water or environment;

- At least 3 years of experience in implementing the WFD and its implementing documents.

The award of the contract shall be made to the individual consultant if the technical and financial offers have been evaluated and determined as responsive, compliant, and acceptable.

The short-listed individual consultants will be further evaluated based on the following methodology:

Cumulative analysis
The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

a) responsive/ compliant/ acceptable, and
b) having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

* Technical Criteria weight – 60% (300 pts);
* Financial Criteria weight – 40% (200 pts).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

Criteria	**Scoring**	**Maximum Points Obtainable**
Technical		
An advanced degree (master's or Ph.D.) in chemistry, biology, environment, or other relevant fields is required	*Master's degree – 10 pts, Ph.D.'s degree – 20 pts*	20
At least 5 years of work experience in research, monitoring, evaluation in the field of physico-chemical quality elements of surface water or environment	*5 years – 30 pts,* *each additional year of experience – 10 pts, up to a maximum of 60 pts*	60
At least 3 years of experience in implementing the WFD and its implementing documents	*Up to 3 years – 0 pts,* *2 years – 10 pts, each additional year of experience – 10 pts, up to a maximum of 50 pts*	50
Subtotal desk review Scoring – 130 pts.		
Interview (demonstrated technical knowledge and experience; communication/ interpersonal skills; initiative; creativity/ resourcefulness) ***(common for all lots)***. **Only the first 3 applicants that have accumulated the highest technical score shall be invited to the interview.**		
Excellent knowledge of water resources management requirements based on the basic principle as established by Water Law 272/2011	*Limited – up to 20 pts, good – up to 40 pts, excellent – up to 50 pts*	165
Knowledge of the Water Framework Directive and its implementing documents	*Limited – up to 15 pts, good – up to 25 pts, excellent – up to 40 pts*	
Familiar with the legislation in the field of elaboration of normative acts according to Law 100/2017	*Limited – up to 10 pts, good – up to 20 pts, excellent – up to 30 pts*	
Strong interpersonal and communication skills, demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	

Ability to work under pressure, and to meet tight deadlines demonstrated by previous assignments	*Limited – up to 5 pts, good – up to 10 pts, excellent – up to 15 pts*	
Fluency in Romanian and good working knowledge of English. Knowledge of Russian would be an asset.	*Each language 5 pts, up to 15 pts.*	
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment*	*no – 0 pts., to one group – 2.5 pts., to two or more groups – 5 pts.*	5
Subtotal interview – 170 pts.		
Maximum Total Technical Scoring		**300**

**Under-represented group in the area of assignment are persons with disabilities, LGBTI, ethnic and linguistic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, refugees, and other non-citizens.*

Financial	
Evaluation of submitted financial offers will be done based on the following formula: **S = Fmin / F * 200** **S –** score received on financial evaluation **Fmin –** the lowest financial offer out of all the submitted offers qualified over the technical evaluation round **F –** financial offer under consideration	**200**

Winning candidate

The winning candidate will be the candidate who has accumulated the highest aggregated score (technical scoring + financial scoring).