



TERMS OF REFERENCE

- **Job title:** Individual Consultant on Forestry sector to undertake a Feasibility study for the establishment of the modern infrastructure for growing forest reproductive material (a National Center for Forest Genetics and Seminology and 3 regional centers for industrial growth of forest reproductive material)
- **Duty Station:** Republic of Moldova, Chisinau
- **Reference to the project:** Capacity building for climate action in the Republic of Moldova
- **Contract type:** Individual Contract (IC)
- **Contract duration:** up to 85 working days during June – November 2026
- **Indicative starting date:** June 2026

1. BACKGROUND:

The Republic of Moldova (hereinafter referred to as Moldova) has undergone a profound socio-economic transformation since gaining independence in 1991. While the country has achieved sustained economic growth over the past decade, its economy remains relatively undiversified and highly vulnerable to external shocks, particularly those induced by climate variability. Agriculture continues to play a central role in Moldova's economy, employing a significant portion of the population and contributing substantially to Gross Domestic Product. However, this sector is especially sensitive to climate extremes such as droughts, floods, and temperature fluctuations, which are becoming more frequent and severe. Forests and forest ecosystems also play a critical role in supporting climate resilience, protecting soil and water resources, and maintaining ecological stability, yet they are increasingly exposed to climate-related stressors.

Over the past 130 years, Moldova's climate has become markedly warmer and drier. Scientific assessments and long-term meteorological data indicate a trend toward a semi-arid climate, with projections showing further reductions in precipitation and increased evaporation rates. These changes pose serious risks to water availability, agricultural productivity, forest health, public health, and infrastructure resilience. Moldova ranks among the most climate-vulnerable countries in Europe, and the medium- to long-term impacts of climate change are expected to intensify across social, environmental, and economic dimensions. In the forestry sector, climate change is expected to influence species distribution, regeneration capacity, pest and disease dynamics, and the long-term viability of forest ecosystems. Ensuring the availability of climate-resilient forest reproductive material (FRM) is therefore a key component of sustainable forest management and climate adaptation strategies.

Despite these challenges, Moldova has demonstrated strong political commitment to climate action. The country submitted its third Nationally Determined Contribution (NDC 3.0) in 2025, informed by the outcomes of the first global stocktake. It sets ambitious, legally binding targets to reduce greenhouse gas emissions by 71% by 2030 and 75% by 2035 compared to 1990 levels, aiming for climate neutrality

by 2050. It includes strong methane reduction goals and integrates adaptation priorities across agriculture, energy, forestry, health, transport, and water. The strategy is aligned with EU climate goals and Moldova's accession process, supported by laws and national programs such as the Low Emissions Development Programme (LEDP) 2030 and National Climate Change Adaptation Programme (NCCAP) 2030. Significant investments are planned in renewable energy, energy efficiency, public infrastructure, and forest expansion. Moldova emphasizes a just transition, gender-responsive planning, and inclusive stakeholder engagement. The country has established robust monitoring and reporting systems and is preparing for participation in international carbon markets.

Importantly, Moldova's climate policy framework emphasizes inclusive and equitable climate action, prioritizing the involvement of vulnerable groups such as women, local communities, and low-income communities in decision-making and benefit-sharing. This approach reflects Moldova's commitment to a just transition, ensuring that climate resilience efforts do not exacerbate existing inequalities and that the benefits of climate investment are shared broadly across society.

Institutionally, the Ministry of Environment (MoE) serves as the National Designated Authority (NDA) for the Green Climate Fund (GCF) and is responsible for environmental protection, climate change policy, and natural resource management. The National Commission on Climate Change (NCCC), chaired by the Prime Minister, is mandated to coordinate climate policy implementation across sectors. However, both the MoE and NCCC face capacity constraints that limit their ability to effectively plan, coordinate, and monitor climate action.

To address these challenges, the GCF Readiness grant aims to strengthen Moldova's institutional architecture for climate governance, enhance technical capacities, and improve knowledge management systems. The project will support the operationalization of the NDA and NCCC, mainstream climate priorities into national and sectoral policies, and develop a pipeline of bankable climate finance proposals. It will also promote the development and dissemination of best practices and lessons learned to inform future programming.

The Readiness support specifically targets four critical barriers:

1. Limited capacity for coordination of climate action – including weak inter-institutional mechanisms and under-resourced climate governance bodies.
2. Insufficient planning and mainstreaming of climate action – with climate risks not adequately integrated into national and sectoral development strategies or budgets.
3. Limited financing, funding, and budgeting for climate action – with a heavy reliance on external donor support and limited capacity to develop bankable proposals.
4. Inadequate data, knowledge, and information management – including outdated climate data, weak dissemination platforms, and limited access to evidence-based decision-making tools.

By overcoming these barriers, the project will contribute to Moldova's ability to meet its national, regional, and global climate commitments, while building long-term resilience and sustainable development pathways. To support the implementation of Moldova's climate commitments, targeted capacity building is essential across institutions, sectors, and communities. The Readiness grant includes several outputs that directly address institutional strengthening, gender-responsive planning, and climate-resilient technologies.

The Republic of Moldova is implementing ambitious afforestation and forest landscape restoration programmes, aligned with national strategies and the EU Forest Strategy 2030. Achieving these targets requires a reliable, climate-resilient, and quality-assured supply of forest reproductive material (FRM)

that complies with national legislation and relevant EU/OECD standards. However, existing analyses highlight persistent structural constraints in the national FRM system, including limited use of certified seed sources, insufficient long-term seed storage capacity, limited production of forest reproductive material with protected root systems, weak genetic control, and high vulnerability of production to climate variability.

In this context, and in line with NDA Readiness Project Activity 4.5.3.1.1, which supports the preparation of feasibility studies and technical groundwork for priority climate investments, the establishment of a National Center for Forest Genetics and Seminology (NCFGs) and 3 regional centers for industrial growth of forest reproductive material (RCIGFRM) is envisaged as a cornerstone investment to modernize the forest reproductive material supply chain and strengthen Moldova's capacity to deliver climate-resilient afforestation at scale. To operationalize this activity, a feasibility study is required to identify the most suitable location for the NCFGs and 3 RCIGFRM to define the technical and functional specifications that will inform the subsequent architectural and engineering design phase.

Given the multidisciplinary nature of the assignment—spanning forest genetics, seminology, land suitability, agro-climatic and water considerations—the work will be carried out by two complementary consultants: (i) a Forestry Specialist, and (ii) an Agronomist, who will work in close coordination throughout the assignment. Together, they will ensure that the feasibility study, site selection process, and design inputs for the NCFGs and 3 RCIGFRM are fully compliant with national legislation, consistent with relevant strategic priorities, and aligned with climate-resilient land and natural resource management principles. The assignment will ensure that land, soil, water, and agro-climatic conditions do not pose constraints to the long-term operational continuity, climate resilience, or environmental sustainability of the NCFGs and 3 RCIGFRM, and that essential resources and utilities can be reliably secured under conditions of climate stress and extreme weather events. The Agronomist will primarily assess land suitability, soil conditions, water availability, agro-climatic characteristics, and environmental constraints, while the Forestry Specialist will focus on the forest reproductive material system, genetic resources, demand analysis, operational concept, and functional design of the centers.

Furthermore, the assignment seeks to ensure that FRM regions of provenance, land, water, and agro-climatic considerations are fully and systematically integrated into the site selection decision, and that the future design of the NCFGs and 3 RCIGFRM is appropriately adapted to site-specific conditions, supports climate-resilient functionality, and enables efficient, sustainable, and uninterrupted operation over the long term.

2. OBJECTIVE AND EXPECTED OUTPUTS

The Forestry Specialist shall ensure that the feasibility study, sites selection, and subsequent design of the NCFGs and 3 RCIGFRM are fully compliant with applicable national legislation, consistent with strategic forestry and afforestation priorities, and aligned with relevant EU and international best practices.

The consultant shall analyze current and projected national demand for forest reproductive material, including forest reproductive material with protected root systems (container-grown seedlings), under climate change conditions and define the functional role of the future NCFGs and 3 RCIGFRM in supporting climate-resilient and genetically appropriate planting material.

In consultation with the beneficiary, he/she will identify and assess potential locations for the NCFGs and 3 RCIGFRM using a transparent, evidence-based multi-criteria framework that integrates climate-related risks and resilience considerations and incorporates inputs provided by the Agronomist (regions

of provenance, land suitability, soil and water conditions, agro-climatic characteristics, and exposure to climate hazards (including droughts, heatwaves, floods, and extreme events), as well as access to infrastructure and utilities, operational feasibility, bio-security, and the reliability and continuity of operations under climate stress.

Based on technical, environmental, agro-climatic, and climate-resilience criteria, including long-term performance under future climate scenarios, candidate locations will be compared and ranked, identifying the preferred location for the Center, providing a clear, evidence-based justification that addresses climate-related risks and adaptive capacity.

The consultant shall further define climate-resilient functional and technical specifications for the NCFGS and 3 RCIGFRM, including functional layout, operational flows, and key technological components, incorporating energy efficiency and resource-efficient solutions. These specifications shall be developed to support the architectural and engineering design phase and ensure compliance with national legislation, EU standards, and good practices for climate-resilient infrastructure.

The 3 RCIGFRM shall be designed following a common functional and operational model aligned with the NCFGS; however, their specific configuration and operational parameters may vary depending on the particular characteristics of the forest reproductive material regions of provenance in which they will be located (North; South1, South2).

To achieve the objective, the Consultant shall have the following responsibilities:

1. Perform a comprehensive review of policy, legal, and institutional framework for Forest Reproductive Material (FRM) and Climate-Resilient Afforestation to ensure that the feasibility study, sites selection, and subsequent design of the National Center for Forest Genetics and Seminology and 3 regional centers for industrial growth of forest reproductive material are fully compliant with applicable legislation, consistent with strategic priorities, and aligned with international best practices

- Analyse national legislation governing the production, certification, storage, trade, and use of forest reproductive material, including Law no. 44/2022 and its secondary regulations, as well as relevant legal acts on forest management, afforestation, biodiversity conservation, land use, and environmental protection with implications for FRM systems;
- Assess national strategies, programmes, and action plans related to forestry, afforestation, climate change adaptation, and biodiversity that influence demand for FRM and the role of the future NCFGS and 3 RCIGFRM.
- Identify legal requirements and constraints relevant to the establishment, operation, and governance of a NCFGS and 3 RCIGFRM.
- Review EU Directive 1999/105/EC and applicable OECD Forest Seed and Plant Schemes, as well as relevant EU policy documents, including the EU Forest Strategy 2030, with regard to provenance, traceability, quality control, genetic diversity, and climate-resilient forest reproductive material.
- Identify and analyze international good practices in the organization and operation of forest genetic and seminological centers and RCIGFRM in other countries with similar ecological conditions and assess their relevance and applicability to Moldova.
- Review selected case studies of comparable national or regional forest genetic centers or FRM production systems in other countries, highlighting key lessons learned, governance models, infrastructure design solutions, and operational practices that may inform the design of the NCFGS and RCIGFRM.

- Analyse the institutional framework governing FRM production, certification, quality control, and genetic conservation in Moldova, including roles and mandates of relevant authorities and institutions.
- Assess coordination mechanisms among institutions involved in FRM systems, including regulatory, research, operational, and quality-control functions.
- Identify institutional gaps, overlaps, and capacity constraints affecting the effectiveness of the FRM system.
- Draw implications for the functional role, governance model, and institutional positioning of the future NCFGS and 3 RCIGFRM.

2. Undertake a comprehensive climate-informed assessment of national demand and functional positioning of the NCFGS and 3 RCIGFRM

- Review existing national forestry strategies, forest and land restoration commitments, land degradation neutrality targets, and climate mitigation plans to determine expected annual planting and restoration areas.
- Estimate the quantity and type of FRM required (seeds, seedlings, species composition, provenance diversity) based on planned activities and ecological zones specifics (North, Center, South).
- Assess current FRM production and supply gaps, including seed availability constraints for priority species, shortages in high-quality FRM with protected roots and of genetic material, and regions-specific requirements.
- Project demand for the next 10–20 years under various afforestation and restoration scenarios (baseline, accelerated, climate-resilient), identifying species for which demand is likely to increase (e.g., climate-resilient or high-value species).
- Define the strategic role of the NCFGS and 3 RCIGFRM within the national FRM system, including its contribution to quality assurance, genetic conservation, and climate-resilient afforestation.
- Analyze functional linkages and coordination mechanisms with existing institutions, including ICAS, Moldsilva, forest nurseries, certified seed sources, and potential future regional centers.
- Clarify the role of the NCFGS and 3 RCIGFRM in relation to research, certification, storage, processing, and technical support functions.
- Define biosecurity, traceability, and quality assurance requirements
- Identify required operational capacities of the NCFGS and 3 RCIGFRM, including seed collection support, processing volumes, testing and certification capacity, and short- and long-term storage needs.
- Define laboratory capacities such as germination testing, seed health assessment, genetic quality testing, moisture content determination, and viability monitoring.
- Assess the technical equipment and operational conditions needed for seed processing (dryers, de-wingers, cleaning machines, precision screens, moisture meters), for laboratory operations and other functional units.
- Identify the required staff profiles and competencies (seed technologists, geneticists, quality control technicians, data managers), considering functions related to genetic conservation, maintenance of ex situ collections, seed banks, and backup conservation of threatened species.
- Prepare capacity design options that align with current needs but can be scaled as regional centers are developed.
- Coordination with the Agronomist to ensure that preliminary functional assumptions and operational requirements are consistent with land suitability, soil conditions, water availability, and agro-climatic parameters relevant for the future operation of the NCFGS and RCIGFRM.

3. Identify, assess, and perform a comparative evaluation of potential locations for the NCFGS and 3 RCIGFRM, ensuring that forestry, seminology, and operational considerations are fully integrated into the sites selection process, complemented by agro-environmental assessments conducted by the Agronomist

- Define sites selection criteria from a forestry and seminology perspective, including proximity to:
 - regions of provenance;
 - certified seed sources and genetic conservation stands;
 - forest nurseries and FRM production facilities;
 - research, testing, and certification institutions (e.g. ICAS);
 - logistics and transport networks relevant to seed movement and storage.
- Identify criteria related to operational efficiency, biosecurity, and long-term sustainability of forestry operations, and ensure their alignment with climate-resilience considerations (such as minimizing exposure of seed logistics and storage to climate risks).
- Assess each candidate location from a forestry, genetic, and operational perspective, using agreed indicators and scoring methods.
- Identify strengths, constraints, and risks of each location related to forestry functions, seed logistics, and system integration.
- Participate in joint technical discussions and validation sessions with the Agronomist and beneficiary representatives.
- Support the comparative evaluation and ranking of candidate sites based on consolidated multi-criteria results.
- Provide expert judgement to support consensus-building and the selection of the most suitable location from a forestry and operational standpoint.

4. Develop Functional and Technical Specifications to guide the architectural and engineering design of the NCFGS and 3 RCIGFRM

- Develop detailed forestry- and seminology-specific inputs to be incorporated into the technical specifications for the design company.
- Define technical requirements related to seed reception, processing, testing, certification, short- and long-term storage, and genetic conservation functions.
- Specify performance parameters and operational conditions required to maintain seed quality and genetic integrity under variable climatic conditions.
- Define spatial requirements for all functional units of the NCFGS and 3 RCIGFRM, including laboratories, processing areas, storage facilities, quarantine and bio-security zones, and administrative spaces.
- Define functional adjacencies and internal circulation requirements to ensure efficient, safe, and bio-secure operational flows.
- Ensure the systematic integration of agronomic, land, water, agro-climatic, and environmental inputs provided by the Agronomist into the consolidated functional and technical specifications for the design of the National Center for Forest Genetics and Seminology
- Ensure that operational layouts support flexibility, scalability, and continuity of operations during peak workloads or climate-related disruptions.
- Ensure that all forestry-specific technical and functional requirements are compliant with relevant national legislation and regulations governing FRM, forest genetics, and environmental protection.
- Ensure alignment with applicable EU standards and international best practices, including requirements related to provenance, traceability, quality control, and genetic conservation.

- Verify that consolidated technical specifications incorporate climate-resilient design principles, energy efficiency, and resource-efficient solutions where relevant.

3. KEY DELIVERABLES AND TENTATIVE TIMETABLE

	Key deliverables	Estimated workload	Tentative deadline
1.	<p>Technical Note on Functional Concept of the National Center for Forest Genetics and Seminology (NCFGS) and 3 RCIGFRM</p> <p>Note: The deliverable shall consist of an assessment of the policy, legal, institutional, and operational framework governing forest reproductive material and afforestation, including compliance requirements, strategic considerations, and alignment with applicable EU and international standards. The deliverable shall further include an assessment of current and projected demand for FRM, including FRM with protected roots, definition of the functional role and operational capacity requirements of the NCFGS and the three RCIGFRM.</p>	15 w.d.	July 2026
2.	<p>Integrated Site Selection and Operational Feasibility Report for the NCFGS and 3 RCIGFRM</p> <p>Note: The deliverable shall consist of an integrated site selection and operational feasibility assessment for the NCFGS and the three RCIGFRM, including a multi-criteria evaluation framework integrating forestry, agronomic, land, soil, water, and agro-climatic considerations. The deliverable shall include comparative assessment of candidate sites, analysis of risks and constraints, validation and justification of preferred locations and configurations, and conclusions and recommendations to inform development of technical specifications.</p>	40 w.d.	September 2026
3.	<p>Forestry Functional and Technical Specifications for Climate-Resilient Design</p> <p>Note: The deliverable shall consist of forestry-specific functional and technical requirements for the design of the NCFGS and the three RCIGFRM, integrating agronomic, land, soil, water, agro-climatic, and environmental considerations, together with supporting maps, matrices, site data, technical notes, and other relevant reference materials.</p>	30 w.d.	November 2026

Note:

**The deliverables and the activity timeline can be amended or further specified for the purpose of the assignment. All deliverables should be agreed with UNDP and be provided in an electronic copy. Payment will be made upon the successful completion of the assigned tasks. All activities under this assignment shall be performed in a gender-sensitive manner and applying human rights-based approach.*

4. INSTITUTIONAL ARRANGEMENTS

This is a part-time consultancy. The timeframe for the work of the Consultant is planned for June 2026 - November 2026. All communications and documentation related to the assignment will be in Romanian and English.

The consultant is expected to work in close cooperation with the Ministry of Environment, "Moldsilva" Agency and the UNDP Project Manager. The Forestry Specialist will also work in close coordination with the Agronomist engaged under the same assignment to ensure that forestry, land suitability, soil, water, agro-climatic, and environmental considerations are jointly integrated into the feasibility study, site selection analysis, and development of technical specifications.

The UNDP Project will provide administrative and logistical support in the organization of the envisaged events, meetings and/ or consultations.

All deliverables shall be submitted in Romanian.

Before submission of deliverables, the consultant will discuss the draft documents with the parties involved so that final products reflect their comments and ensure alignment between the technical inputs provided by both experts.

5. FINANCIAL ARRANGEMENTS

The financial proposal shall specify a total lump sum amount, and payment terms around specific and measurable (qualitative and quantitative) deliverables. Payment will be made upon the successful completion of the tasks assigned and submission of the assessment report. Payments are based upon output, i.e. upon delivery of the services specified in the TOR. Payment will be made upon the successful completion of the tasks assigned and upon submission and validation of deliverables (certifying that the services have been satisfactorily performed). To assist the requesting unit in the comparison of financial proposals the financial proposal shall include a breakdown of this lump sum amount (including fee, taxes, communication costs, travel, per diems, and number of anticipated working days).

6. CONFIDENTIALITY

Materials provided to the Consultants 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 contract.

7. QUALIFICATIONS AND SKILLS REQUIRED

Academic Qualifications:

- Advanced university degree (Master's level or higher) in Forestry, Forest Sciences, Forest Genetics, Natural Resource Management, or a closely related field.
- Additional academic training or certification in forest genetics, seminology, forest reproductive material systems, or climate-resilient forestry is an asset.

Experience and knowledge:

- Minimum 10 years of relevant professional experience in forestry, forest genetics, seminology, or forest reproductive material systems.
 - Demonstrated knowledge of national legislation and institutional frameworks related to forestry and forest reproductive material, afforestation, reforestation, and forest landscape restoration programmes, as well as EU and international standards applicable

to FRM (e.g. EU Directive 1999/105/EC, OECD Forest Seed Schemes), with evidence of their practical application..

- Proven experience in providing technical inputs for the design of forestry, nursery, laboratory, or environmental infrastructure projects, including demonstrated experience in site selection, spatial planning, or multi-criteria analysis related to forestry, afforestation, or environmental infrastructure.

Competencies:

- Ability to analyse complex policy, technical, and institutional frameworks and translate them into practical, design-oriented solutions.
- Strong capacity to develop feasibility assessments and translate findings into clear, implementable technical specifications.
- Proven ability to integrate climate change considerations into forestry systems and infrastructure planning.
- Ability to work effectively in multidisciplinary teams and engage with government institutions and technical stakeholders.
- Strong organizational skills, attention to detail, and commitment to delivering high-quality outputs within deadlines.
- Fluency in Romanian is required, knowledge of English and Russian will be an asset.

*The UNDP Moldova is committed to workforce diversity. Women and men, persons with different types of disabilities, LGBT, Roma and other ethnic, linguistic 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.***

8. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

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

- Offeror's letter to UNDP confirming interest and availability for the individual contractor (IC) assignment, incorporating Financial proposal in Annex 2
*Upload the signed version of the filled in Offeror's letter to UNDP confirming interest and availability for the individual contractor (IC) assignment. Annex 2 to the Offeror's letter, incorporating the Financial Proposal, shall be filled in mandatorily and includes the detailed breakdown of costs supporting the all-inclusive financial proposal.
The Financial Proposal shall be additionally submitted directly in the system. Please ensure there are no mathematical errors and that amounts from Offeror's Letter to UNDP Confirming Interest and Availability match with your offer in the system.*
- Duly completed and updated personal CV and at least 3 references.
- Motivation Letter: outlining suitability for the assignment, including relevant experience in similar projects. Please address each qualification item by item, with supporting information and links/copies of relevant documents.

Note: Please, refer to the Individual Procurement Notice of this recruitment for a more detailed information on the application and selection process.

Important notice: 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.

9. EVALUATION

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

- Advanced university degree (Master’s level or higher) in Forestry, Forest Sciences, Forest Genetics, Natural Resource Management, or a closely related field.
- Minimum 10 years of relevant professional experience in forestry, forest genetics, seminology, or forest reproductive material systems.
- Citizen of the Republic of Moldova.

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:

- responsive/ compliant/ acceptable, and
- 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 and Scoring	Maximum Points Obtainable
<u>Technical</u>	
Advanced university degree (Master’s level or PhD) in Forestry, Forest Sciences, Forest Genetics, Natural Resource Management, or a closely related field. <i>(Master’s degree– 5 pts; PhD – 10 pts).</i>	10
Additional academic training or certification in forest genetics, seminology, forest reproductive material systems, or climate-resilient forestry is an asset. <i>(No – 0 pts, one training or certification – 5 pts, two or more trainings and certifications – 10 pts)</i>	10
Minimum 10 years of relevant professional experience in forestry, forest genetics, seminology, or forest reproductive material systems. <i>(10 years – 15 pts, each additional year – 2,5 pts up to max. 25 pts).</i>	25

Demonstrated knowledge of national legislation and institutional frameworks related to forestry and forest reproductive material, afforestation, reforestation, and forest landscape restoration programmes, as well as EU and international standards applicable to FRM (e.g. EU Directive 1999/105/EC, OECD Forest Seed Schemes), with evidence of their practical application. (2 assignments – 10 pts, each additional assignment – 10 pts up to max. 30 pts).	30
Proven experience in providing technical inputs for the design of forestry, nursery, laboratory, or environmental infrastructure projects, including demonstrated experience in site selection, spatial planning, or multi-criteria analysis related to forestry, afforestation, or environmental infrastructure. (2 assignments – 10 pts, each additional years – 2,5 pts up to max. 15 pts).	15
Technical scoring	90
Interview (demonstrated technical knowledge and experience; communication/ interpersonal skills; initiative; creativity/ resourcefulness). Only the first 3 applicants that have accumulated the highest technical score shall be invited to the interview.	
Ability to analyse complex policy, technical, and institutional frameworks and translate them into practical, design-oriented solutions. (Limited – 5 pts, fair – up to 20 pts., good – up to 30 pts, very good – up to 50 pts).	50
Strong capacity to develop feasibility assessments and translate findings into clear, implementable technical specifications. (Limited – 5 pts, fair – up to 15 pts., good – up to 25 pts, extensive – up to 40 pts).	40
Proven ability to integrate climate change considerations into forestry systems and infrastructure planning. (Limited – 5 pts, fair – up to 20 pts., good – up to 30 pts, very good – up to 40 pts).	40
Ability to work effectively in multidisciplinary teams and engage with government institutions and technical stakeholders. (Limited – 5 pts, fair – up to 15 pts., good – up to 25 pts, extensive – up to 30 pts).	30
Strong organizational skills, attention to detail, and commitment to delivering high-quality outputs within deadlines. (Limited – 5 pts, fair – up to 10 pts., good – up to 15 pts, extensive – up to 20 pts).	20
Fluency in Romanian is required, knowledge of English and Russian will be an asset. (Romanian – 10 pts; English – 5 pts; Russian – 5 pts, max. 20 pts).	20
Belonging to the group(s) under-represented in the UN Moldova and/or the area of assignment* (No – 0 pts, to one group – 5 pts, to two or more groups – 10 pts).	10
Total interview scoring	210
Maximum Total Technical Scoring	300

* Under-represented groups in UN Moldova 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. **Please specify in CV, in case you belong to the group(s) under-represented in the UN Moldova and/or the area of assignment.**

Financial	
Evaluation of submitted financial offers will be done based on the following formula: $S = F_{min} / F * 200$ 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).