

**Terms of Reference for
Integrated River Basin Management Expert
for the purpose of development of a Guidance and Training on best IRBM practices
for Dojran Lake**

Project name:	Enhancing Dojran Lake Unique Biodiversity through Engagement of all Stakeholders and Implementation of Ecosystem-Based Approaches
Location:	Dojran Lake, Republic of North Macedonia
Description of the agreement:	Integrated River Basin Management expert
Period of duration of agreement/services:	5 months after signing the Agreement
Application Deadline:	08.05.2020

Introduction

Dojran Lake is one of the most important biodiversity spots in North Macedonia, which is also highly valued because of its natural beauty, hydro(bio)logical and geomorphological characteristics, and its importance to science. The lake hosts several endemic species and subspecies of fish as well as eleven endemic invertebrates and many protected bird species.

Dojran Lake has been also recognized internationally for its rich biodiversity and abundance of species, and thus has been proclaimed as an important area for the conservation of European species and habitats. To date, Dojran Lake has been included in many different international networks and initiatives for the conservation and protection of nature, such as: the Emerald network of areas of special conservation interest (2002; Bern Convention), North Macedonian important plant areas (2004), the Balkan Green Belt (2004; IUCN), Ramsar site - Wetlands of International Importance (2008; Ramsar Convention), Important Bird Area (2010; BirdLife International), candidate Natura 2000 site (EU Birds and Habitat directives). Since 1977 Dojran Lake has been protected with national law and holds a protected status of a Monument of Nature (Official Gazette of SRM N° 45/1977, Official Gazette of NM N° 51/2011).

Today, Dojran Lake's ecosystem and biodiversity are under big threat mainly from anthropogenic activities (enhanced by climate change) that cause pollution, eutrophication, habitat loss and fragmentation, species disturbance and loss, depletion of fish stocks and introduction of invasive species, deterioration of the water quality and excessive water fluctuations. The degradation of the lake ecosystem has started in the late 80's of 20th century when excessive quantities of water were abstracted, which put the whole lake system out of its natural balance. As a consequence of this ecological catastrophe as well as the continuous increasing anthropogenic pressures, today the lake is highly eutrophic and has completely lost its ecological resilience and the capacity for self-recovery.

The system will face irreversible and fatal damages to its biota unless conservation actions are undertaken and a proper sustainable management focusing on restoration and protection of the lake is established. Inaction will further have large negative consequences on the tourism, fisheries, and the regional economic situation as well as the livelihood of the local communities.

Location of the project

Dojran Lake is one of the three natural tectonic lakes in North Macedonia and is located in the southeastern part of the country (41°23' N 22°45' E). The lake occupies an area of 43.2 km² of which 27.2 km² belong to North Macedonia, while the smaller part lays within the territory of Greece. Dojran Lake is a shallow lake with the deepest point of 10 m found in the southeastern part. The lake is located in a topographic depression (148 m altitude) surrounded by the mountains Belasica in the north, Krusha in the southeast and Mehek in the west. The project activities will take place in the North Macedonian part of the Lake Dojran.



Figure 1 Location of Dojran Lake. Source www.google.com/maps

Background

Municipality of Dojran is the responsible authority for the management of the Monument of Nature Dojran Lake. However, so far neither conservation actions to save the lake have been undertaken nor a management plan has been developed, leaving this protected area under no active management. This is a result mainly of the lack of knowledge, managing capacities and financial means.

Expected results of the project

The Project focuses on achieving two main results: (1) Strengthening governance of the catchment management zone, and (2) Achieving sustainable management, conservation and restoration of the lake through implementation of ecosystem-based practices.

Within the project all relevant stakeholders, such as the local management authority, local community, land owners and the lake concessioner will be engaged to develop the first Protected Area Management Plan with Action Plan for Dojran Lake. During this process the stakeholders will be informed of the most pressing issues that negatively impact the lake ecosystem and will receive intensive trainings on best Integrated River Basin Management (IRBM) practices with the aim to ensure long-term sustainable provision of ecosystem services and improvement of the lake status and its biodiversity. In order to achieve continuous sustainable management of Dojran Lake, the project will focus on capacity strengthening of the responsible authority for planning, implementation, monitoring and review of management activities that influence the lake.

The project encompasses also conservation activities that aim to directly mitigate the anthropogenic impacts on the lake, to stabilize the shoreline, improve the water quality through biomanipulation by fish removal and restore the ecosystem balance through ecosystem-based approaches.

Specific Objectives of the Project

1. Strengthen capacities for sustainable lake management
2. Develop a lake management plan
3. Develop monitoring protocols and guidance for lake protection and sustainable management
4. Initiation of trans-boundary lake basin governance
5. Improvement of water quality of Dojran Lake through ecosystem approaches
6. Develop a plan for prevention of anthropogenic pollution of the lake water
7. Rehabilitation and stabilization of the lake shoreline
8. Education on sustainable agricultural practices

The project is funded by the Critical Ecosystem Partnership Fund (CEPF). The Critical Ecosystem Partnership Fund is a joint initiative of l'Agence Française de Développement, Conservation International, the European Union, the Global Environment Facility, the Government of Japan and the World Bank. A fundamental goal is to ensure civil society is engaged in biodiversity conservation.

Scope of work

- As part of this assignment the contractor/expert is expected to carry out the following tasks and provide the following deliverables:
 - **Develop a Guidance on best Integrated River Basin Management (IRBM) practices for the protection, conservation and management of Dojran Lake**
 - **Prepare a Training Concept/curriculum on IRBM practices for Dojran Lake**
 - **Convey a Training for the local administration, the private sector and all relevant stakeholders on best IRBM practices for Dojran Lake**
- In the process of preparation of the abovementioned tasks, the IRBM Expert will have the following responsibilities to:
 - Provide a **Work Plan**, i.e. time frame for realization of activities at the beginning of the work assignment. *(at least 1 page long)*
 - Develop **Guidance on best IRBM practices for the protection, conservation and management of Dojran Lake**, which should at least comprise: an introduction chapter on the concept and goals of IRBM, methodology, organization and implementation of IRBM, best IRBM practices, guidance on practical application of international IRBM in the local context of Dojran Lake especially regarding lake restoration methods, flood risk management, water and land-use management, climate change mitigation and adaptation and green infrastructure. The Guidance should also contain instructions on banned and permitted activities to be executed within the protected area, in accordance with national laws. The Guidance should also include a short introduction and a summary of the main objectives of the EU Water Framework Directive (Directive 2000/60/EC). The Guidance will serve the management authority – Municipality of Dojran, to fully understand the activities that threaten the ecosystem and provide directions for support of those that contribute towards conservation of the lake ecosystem. *(at least 30 pages)*
 - Develop **Training concept/curriculum on IRBM practices and the EU Water Framework Directive**, which should contain: a general plan of the training course, day-to-day summaries of the training course and its objectives, as well as the training methodology. *(at least 5 pages long)*
 - Carry out **Training on best IRBM practices for the local administration and all relevant local stakeholders**, based on the developed Guidance and the objectives of the EU Water Framework Directive. The training will be conveyed with help from a facilitator.
 - Provide **Documentation from trainings**, such as presentation slides, photos, questionnaires, participant lists etc.

Methodology and Approaches

The scope of this task requires the use of wide variety of methods, tools, instruments and techniques. The following approaches need to be strictly adhered to:

- The IRBM Expert shall report to the project coordinator;

- The IRBM Expert shall work in a close interaction with the Municipality of Dojran and all relevant local stakeholders;
- The IRBM Expert shall convey the training in close collaboration with a facilitator;
- The IRBM Expert shall develop the Guidance and the Training concept to suit the local context and in accordance with the Protected area Management Plan with Action Plan for Dojran Lake;
- The IRBM Expert shall develop the Guidance in accordance with the national Law on Environment (Official Gazette of RNM, no. 53/05), Law on Dojran Lake (Official Gazette of RNM, no. 52/11), the national Law on Water (Official Gazette of RNM, no. 87/08), the EU Water Framework Directive (2000/60/EC), and the Ramsar Convention on Wetlands and its guidelines on monitoring.

Working Schedule – Timeframe

The period of consultancy should be completed with the period of five (5) months upon signing of the contract.

Step	Deliverables	Timeline	Total duration of activity
1.	Guidance on best Integrated River Basin Management practices	May – June, 2020 (8 working days)	2 months
2.	Training concept on Integrated River Basin Management and the EU Water Framework Directive	May – June, 2020 (2 working days)	2 months
3.	Training of local administration and stakeholders on Integrated River Basin Management practices and the EU Water Framework Directive	August – September, 2020 (2 working days)	2 months

Required Qualifications and Experience

The expert involved in this assignment shall have the following qualifications, skills and competences:

- A university degree in Aquatic Ecology, Limnology, Lake Biodiversity, Management of Ecological and Water Resources, Environmental sciences, Nature Conservation Management or other thematic discipline relevant for this assignment. Please provide documentation accordingly;
- At least 5 (five) years of relevant working experience in IRBM, management of freshwater systems, biodiversity conservation and/or ecology of limnological ecosystems;
- To possess up-to-date knowledge on Integrated River Basin Management practices;
- To possess knowledge on relevant national and European legislative on water resources;
- Experience in providing trainings or teaching;
- Computer literacy (MS Word, Excel, Power point);
- Excellent communications and written skills in English and Macedonian;
- Proven experience in writing reports in English and Macedonian, and evidence or list of publications;
- Ability to work independently as well as in cooperation with stakeholders;
- Availability during the term of the contract.

Evaluation criteria

All applications will be evaluated based on the following criteria:

Criteria	Points
CV, Reference letter, including the years of relevant expertise; experience and skills required for this consultancy.	30 points max
Work methodology, Technical approach, demonstrating and explaining an understanding of the scope of work	30 points max
Financial offer	40 points max
Total	100

How to apply

To apply, please send an e-mail with your CV, reference letter, letter of interest, work methodology along with the financial offer to info@mkm.mk using the subject line: “IRMB Expert”.

Deadline for submission of documents is 8th May 2020 (Friday), 17.00 p.m. We encourage applicants to submit the application well before the stated deadline date.

If you need help, or have queries, please contact: info@mkm.mk or petra@mkm.mk
E-mails sent only during three (3) days upon the announcement of the vacancy will be replied to.