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Swiss Agency for Development and Cooperation SDC

REQUEST FOR EXPRESSION OF INTEREST 01/2026
ROSTER OF EXPERTS/CONSULTANTS

for the needs of the GWP Programme *Outcome 2. A more conducive legal and regulatory framework for integrated water management*

Location:	North Macedonia, Skopje
Post Level:	International, Regional and National
Type of Service:	On-demand short- to mid-term Consultancy assignments
Type of Contract:	Individual Contract
Application Deadline:	17 June 2026, at 16:00 CEST
Roster validity:	01 July 2026 – 31 December 2027

PROGRAM BACKGROUND

The Swiss-funded ***Groundwater Management, Use and Protection Programme (GWP)*** aims at supporting North Macedonia in establishing a sustainable long-term, multi-level, and systematic groundwater management that enables collaborative, effective, and more transparent use of the groundwater resources.

The GWP stakeholders/partners include institutions at central governmental level, research and academia as well as local institutions (e.g. municipalities, public utilities), civil society organisations and the private sector. The **consortium of Skat Consulting and PointPro Consulting** has been mandated by the **Swiss Embassy** in the Republic of North Macedonia to implement Phase 1 of the GWP from Jan 2024 – Dec 2027. Two additional subsequent phases may follow subject to successful implementation of the Programme's first phase and fulfilment of the overall commitment of its main national partners.

Skat Consulting Ltd. Is a owner-operated leading Swiss company specialising in international cooperation and is dedicated to making available basic services and ensuring dignified living conditions and a healthy environment for all. Skat Consulting supports governments, the private sector and civil society around the globe in improving people's lives by facilitating lasting solutions in water, building, energy and governance.

PointPro Consulting d.o.o. is a leading management consulting company based in Skopje since 2006 incorporating two business areas: (a) Infrastructure and Sustainable Development and (b) Management Consulting and Corporate Finance.

To facilitate the implementation of the Programme on a day-to-day basis, **Programme Facilitation Unit** (PFU) is hosted together by the Skat Consulting Branch in Skopje and PointPro Consulting. The PFU is responsible for direct implementation of activities.

The Swiss-funded Groundwater Management, Use and Protection Programme (GWP) aims to strengthen long-term water governance capacities in North Macedonia at national and local level, ensuring sustainable management of water resources in line with the EU environmental acquis and integrated water resources management principles under changing climate conditions. The European Commission Screening Report for Cluster 4 – Green Agenda and Sustainable Connectivity confirms that North Macedonia[1] has achieved only partial alignment with the WFD and remains at an early stage of alignment and implementation of the GWD and EQS Directive. The report identifies major gaps including:

- absence of fully operational RBMPs;
- incomplete classification and assessment systems;
- insufficient implementation of EQS and priority substances frameworks;

[1] Screening report North Macedonia - Cluster 4: Green Agenda & Sustainable Connectivity - Enlargement and Eastern Neighbourhood

- lack of groundwater body delineation;
- weak monitoring systems for surface and groundwater;
- insufficient administrative and technical capacity for implementation and enforcement;
- lack of interoperability between legal frameworks and technical systems.

The Screening Report further emphasizes that future alignment must go beyond formal legal transposition and establish a fully operational system integrating legal, institutional and technical components of water management, including monitoring, classification, assessment, reporting and river basin planning. North Macedonia is encouraged to monitor the EU Acquis developments (*Directive (EU) 2026/805 amending Directive 2000/60/EC, Directive 2006/118/EC and Directive 2008/105/EC*). While technical methodologies and systems are under development under the Outcome 3 of the GWP Programme, these outputs require formal legal embedding through secondary legislation in order to become enforceable and operational within the national legal framework. GWP aims to ensure that technical outputs developed under the GWP Programme are translated into legally binding and enforceable regulatory instruments forming a coherent national framework for surface water and groundwater classification, monitoring, assessment and River Basin Management Planning.

PURPOSE AND CONTENT OF THE ROSTER

The water acquis is inherently technical-legal in nature. Experts engaged under this Roster shall contribute to the development, harmonisation, and implementation of the legal and regulatory framework for water management through:

- Joint legal and technical formulation of regulatory provisions
- Translation of technical outputs into legally binding requirements
- Integration of scientific, engineering, economic, and digital elements into legislation
- Ensuring coherence between legal texts, implementation mechanisms, and monitoring systems.

To support the implementation of Outcome 2 of the GWP Programme and its related outputs, it is essential to ensure the availability of a broad range of legal, regulatory, institutional, and technical expertise, as well as specialized support services in the field of integrated water management. In particular, expert support is required for activities related to the harmonisation of national legislation with relevant European Union water acquis requirements, as well as for strengthening the legal and procedural framework for effective water governance. All experts engaged under this Roster shall provide technical, legal, economic, scientific, and digital expertise exclusively for the development, harmonisation, and implementation of primary and subsidiary legislation (laws and by-laws) in the water sector, ensuring full alignment with the EU water acquis, including the Water Framework Directive (WFD) and Groundwater Directive (GWD). All technical inputs shall be explicitly translated into legally binding provisions, regulatory obligations, or enforceable administrative procedures.

For this purpose, the Programme Facilitation Unit (PFU), based in Skopje, is establishing a Roster of Experts for the engagement of short- to medium-term consultancy assignments.

Hereby, GWP/PFU invites qualified international, regional, and national experts to express their interests in possible consultancies under the Roster of Experts in the following thematic areas and support services:

Thematic areas

I. Environmental/Water legislation and governance
II. Water Governance and regulatory framework
III. Water Economics and water management financing framework
IV. Capacity and organisational framework
V. IWRM and RBMP
VI. Water quality and environmental quality standards
VII. Groundwater and hydrogeology
VIII. Water Information system, data management and reporting
IX. Gender Equality and Social Inclusion

Support services

X. Digitalisation and automatization of business processes (DMS, Permitting, Enforcement, harmonisation reporting)
XI. Water management Glossary Development, Translation, Interpretation and Proofreading (English to Macedonian and Macedonian to English)

DUTIES AND RESPONSIBILITIES

An outline of the indicative main duties and responsibilities required for each specific thematic area and support services are provided in the Annex 1 attached.

EXPECTED KEY EXPERIENCE AND QUALIFICATIONS

The expected key experience and qualifications for each specific thematic area and support services are provided below:

- University degree[2] related to the subject area;
- A minimum of 5[3] years of relevant experience as an expert or researcher or service provider[4] in the area relevant to the field of specialisation. This should be highlighted in the CV;
- Strong analytical skills and demonstrated capacity to draft concise, to-the-point, and thorough reports from assessments, provide expert recommendations, and develop case studies;
- Experience and capacity to work effectively with a range of stakeholders including government institutions, private sector, and CSOs;
- Experience from working with international/donor-funded capacity building projects in North Macedonia and other countries from the region;
- High level of independence, integrity, and impartiality;
- Availability to work in PFU and beneficiary's premises as required;
- Strong interpersonal skills, and highly developed cultural and gender sensitivity;
- Fluency in English is essential; knowledge of other local languages is an advantage.

EVALUATION OF APPLICANTS

Responding experts to the call will be registered in the GWP/PFU Roster of Experts following screening against qualification requirements and the competencies specified for each thematic area and support services.
The roster will be grouped into three sub-sections: National, Regional, and International. This grouping will be based on the country of origin and the experience of the applicants (international, regional (western Balkan region, and national). Applicants may be further contacted by PFU for interviews and/or clarification discussions on possibility, overall interest, and availability for a specific assignment.
The inclusion into the Roster of Experts will be offered to those experts whose offers have been evaluated and determined as compliant and having received high scores specific to the assignment. The following evaluation criteria will be applied:

Technical Criteria – 70% of total evaluation – max. 70 points:
• Relevance of education to the selected thematic area: 15 points;
• Relevance of specific professional experience to the thematic area: 20 points;
• Proven drafting and formulation skills (based on record of reports, publications submitted[5]): 20 points;
• Experience from working with other international organisations on capacity development projects: 10 points[6];
• Fluency in English: 5 points;

Financial Criteria – 30% of total evaluation – max. 30 points. *The lowest proposed fee by qualified applicants will receive a total of 30 points. Other offers with higher prices will receive their respective scores*

[2] Minimum Bachelor`s degree obtained in a four-years studies, advance degrees are welcomed if relevant
[3] Based on the number of years of relevant experience the candidate`s seniority will be determined (junior/senior)
4 For the support services X. and XI.
[5] *Interested candidates are required to submit sample products from their previous work along with their applications. These samples should be relevant to the area they are applying for, such as reports, publications, designs, or examples of IT solutions, glossaries*
[6] *Interested candidates need to submit any reference/recommendation letters from previous employers as part of their applications.*

according to the following formula (lowest offer/proposed offer) x 30. The final ranking and selection of experts will be made based on a combined technical and financial evaluation score

The GWP applies a 'best value-for-money' approach in its selection process. The final decision will be based on a combination of the applicants' qualifications and their financial proposals.

CONTRACTING AND PAYMENT ARRANGEMENTS

The selected applicants will be included in the Roster of Experts for OC2 until end of Phase 1 of the GWP Programme for the period of up to 31 December 2027. However, inclusion on the list entails no obligation on the PFU concerning the award of the contract or an invitation to submit an offer. Each time specific consulting services will be required, the PFU will invite highest ranking experts (wherever possible at least two) to verify their interest and submit other documents as required (e.g., methodology and approach for the specific work).
Once pre-selected for an assignment, the expert will receive detailed Terms of Reference (ToR) from the PFU for that assignment. Once the selection is confirmed, a contract will be signed between the GWP and the selected expert.
Payments will be made as specified in the contract upon confirmation of PFU respective staff on delivering the work in a satisfactory manner.

APPLICATION PROCEDURE

Interested applicant shall submit their application to GWP Team at northmacedonia@skat.ch by **17 June 2026, at 16:00 CEST**. The application needs to comprise the following documents:

- Cover letter (summarizing qualifications and relevance for the advertised position based on previous experience and stating a clear identification of above thematic area or support service of interest for which the applicant is applying). If applying for more than one thematic area/support service, the applicant shall submit one cover letter per each thematic area/support service applied;
- Most updated professional CV. The years of relevant experience as an expert or researcher or service provider in the area of application should be highlighted in CV. In addition, the CV should show specific previous assignments relevant to the thematic area for which the candidate is applying.
- Provide the full names and valid email addresses of at least three supervisors who can serve as references for projects relevant to the area of application. Available references/letters of recommendations need to be attached.
- At least 2 sample products from their previous work, where applicable. These samples should be relevant to the area they are applying for (such as reports, publications, designs, or examples of IT solutions, links to websites, other platforms).
- Financial proposal. The financial proposal must be expressed in the form of an all-inclusive daily fee in CHF/MKD[7] (this includes daily expert fee, cost of any work-related travel, communication, any other expenses related to this assignment as well as all taxes).

The GWP Programme is committed to achieving diversity and encourages all qualified applicants, irrespective of gender, nationality, culture, religious and ethnic backgrounds to apply. All applications will be treated with confidence. Upon submission of your application, you will receive an e-mail acknowledging receipt of your application.

ANNEX 1: DUTIES AND RESPONSIBILITIES

OVERARCHING PURPOSE

The Roster of Experts is established to provide legal, technical, engineering, environmental, and economic expertise for the translation of technical and analytical evidence into legislative and regulatory provisions, including primary and subsidiary legislation (laws and by-laws), and for supporting their implementation. This is done in line with the EU water acquis, including the Water Framework Directive (WFD), Environmental Quality Standards Directive (EQSD), and Groundwater Directive (GWD) and amendments.

[7] *International experts are to submit the financial proposal in CHF and national experts are to submit the financial offer in MKD.*

Thematic area	**Environmental/Water legislation and governance**
Duties and responsibilities	Provision of expertise for the development of water legislation and governance in line with the EU water acquis including: • Assessing environmental/water-related policy and legal acts • Legal approximation with the EU water acquis • Drafting and revision of primary and subsidiary water legislation of interest • Structuring institutional responsibilities, governance arrangements, and administrative competences • Designing provisions on IWRM, enforcement systems; • Translating technical requirements into legally binding provisions • Drafting regulatory procedures and implementation mechanisms • Contribute to capacity building activities, training, and guidance materials on water legislation • Perform other related tasks as may be assigned or delegated by the Program.

Thematic area	**Water Governance and regulatory framework**
Duties and responsibilities	Provision of expertise on institutional reforms, legal adjustments, stakeholder coordination and cross-sectoral cooperation in water resources management between government, the private sector and civil society, including: • Institutional and governance arrangements for water sector implementation • Structuring institutional responsibilities, governance arrangements, and administrative competences • Cross-sector legal harmonisation and cross-sectoral water governance cooperation mechanisms • Contribute to capacity building activities, training, and guidance materials on water governance • Establishing procedures and implementation mechanisms improving water governance • Design and delivery of training to strengthen water governance • Provision of additional technical, organisational, and institutional inputs required for effective implementation of programme objectives and water governance frameworks. • Perform other related tasks as may be assigned or delegated by the Program.

Thematic area	**Water Economics and water management financing framework**
Duties and responsibilities	Provision of economic expertise for financial provisions in water legislation, including: • Conceptualizing the legislative provisions regarding finances- including funding mechanisms, revenue streams, budgetary arrangements, and institutional responsibilities for the management and allocation of water-related financial resources. • Provide economic analysis and policy support for integrated water resources management in line with the principles of the WFD, including cost recovery, economic efficiency, and sustainable water use principles. • Support the assessment and development of water service cost recovery methodologies, including financial, environmental, and resource cost components. • Conduct economic analyses of water sector measures, including cost-benefit analysis (CBA), cost-effectiveness analysis (CEA), and affordability assessments for proposed legislation, policies, plans, and investments. • Support the development and review of water pricing policies, tariff structures, and economic instruments for water services and resource management.

	• Contribute to the economic justification of measures included in River Basin Management Plans and Programmes of Measures. • Support the preparation of economic inputs for regulatory impact assessments (economic impacts; fiscal impacts; administrative costs and impacts -cost of implementation and the cost to comply with regulations) strategic planning documents, and investment planning in the water sector. • Assist in evaluating the economic sustainability of legislation, including efficiency benchmarking and performance analysis. • Provide inputs to policy and legal approximation processes related to economic instruments in the water sector, including alignment with EU acquis requirements. • Support data collection, economic modelling, and interpretation of sectoral financial and operational data from water service providers and competent authorities. • Contribute to capacity building activities, training, and guidance materials on water economics and finances • Regulation of revenue collection, allocation, and financial governance systems • Perform other related tasks and assignments as requested by the Programme

Thematic area	**Capacity and organisational framework**
Duties and responsibilities	Provision of expertise for the development and implementation of institutional capacity and organisational frameworks supporting the implementation of water sector legislative and regulatory frameworks, including primary and subsidiary legislation, including: • Designing functional analysis and institutional development plans • Design and implementation of tailored capacity development/building programmes addressing institutional gaps relevant to the implementation of water legislation and by-laws • Development of organisational frameworks and institutional arrangements supporting effective implementation of legal and regulatory provisions • Preparation of action plans and implementation roadmaps for achieving legislative, regulatory, and institutional objectives • Support to change management processes linked to the introduction and implementation of new or revised water sector legislation • Development of standard operating procedures (SOPs), including human resources and administrative procedures required for implementation of legislation and regulatory obligations in line with the strategic and operational goals • Analysis and optimisation of administrative and operational processes through process mapping and workflow streamlining in support of implementation of legal and regulatory frameworks • Design and delivery of training to strengthen institutional capacity for implementation of legislative and regulatory requirements • Provision of additional technical, organisational, and institutional inputs required for effective implementation of programme objectives and legal frameworks. • Contribute to capacity building activities, training, and guidance materials on water legislation • Perform other related tasks and assignments as requested by the Programme

Thematic area	**IWRM and RBMP**
Duties and responsibilities	Provision of expertise for legislative and policy frameworks on water resources management/river basin management, including:

	• Legal definition of river basin districts, water bodies, and hydrological units ; water body delineation, classification, and status definition for regulatory purposes • Establishment of River Basin Management Plans and programme of measures as legally binding instruments; definition of pressures and impacts assessment requirements in legislation; Translation of hydrological analysis and water balance assessments into legal provisions; Regulation of water abstraction, allocation, and flow regimes (including environmental flows); embedding monitoring and reporting obligations into water laws and by-laws • Contribute technical analyses and evidence-based recommendations related to characterisation, classification, hydrology, water balance assessments, water allocation, pressures and impacts assessment, environmental objectives, programme of measures, monitoring systems, and river basin management, environment/water monitoring information applications and system and etc., to support legal and policy approximation processes. • Contribute to capacity building activities, training, and guidance materials on water legislation, IWRM and RBMP • Perform other related tasks and assignments as requested by the Programme

Thematic area	**Water quality and environmental quality standards**
Duties and responsibilities	Provision of expertise for integration of water quality and environmental quality standards and status assessment in national legislation including: • Establishment of water quality standards and environmental quality standards in law • Classification of surface and/or ground water status in legislation • Translation of water quality monitoring data into legal compliance requirements • Regulation of discharges, emissions, and pollution control measures • Definition of legally binding monitoring parameters and thresholds • Designation of protection zones and pollution prevention requirements • Contribute to capacity building activities, training, and guidance materials on water legislation, water quality and environmental quality standards • Perform other related tasks and assignments as requested by the Programme

Thematic area	**Groundwater and hydrogeology**
Duties and responsibilities	Provision of expertise supporting integration of groundwater and hydrogeology requirements into legislation, including: • Alignment with Groundwater Directive requirements under EU acquis • Legal definition and delineation of groundwater bodies based on hydrogeological criteria • Establishment of groundwater status assessment methodologies in legislation • Regulation of groundwater abstraction, recharge, and balance control • Designation of protection zones and pollution prevention requirements • Integration of geological and aquifer vulnerability assessments into legal provisions • Contribute to capacity building activities, training, and guidance materials on water legislation, groundwater and hydrogeology • Perform other related tasks and assignments as requested by the Programme

Thematic area	**Water Information system, data management and reporting**
Duties and responsibilities	Provision of expertise for the conceptualisation and development of legislative, regulatory, and institutional frameworks related to water information systems (WIS), water data management, monitoring, and reporting, including:

	• Conceptualisation of legislative and regulatory frameworks governing water information systems, water data management, and reporting obligations • Establishment of legally binding requirements for water data collection, validation, management, exchange, and reporting • Development of institutional and regulatory frameworks for integrated water information systems and interoperability of water-related databases • Integration of hydrological, hydrogeological, environmental, monitoring, and water quality data systems into legislative and regulatory frameworks • Definition of data governance standards, reporting procedures, and institutional responsibilities in accordance with EU water acquis requirements • Conceptualisation of frameworks for progress monitoring on EU acquis transposition, implementation, and compliance reporting obligations under the WFD, EQSD, GWD, and related legislation of the European Union • Support to development of methodologies, procedures, guidance materials, and institutional arrangements related to water data management and reporting systems • Contribution to capacity development, training activities, and institutional strengthening related to implementation of water information, monitoring, and reporting frameworks • Perform other related tasks and assignments as requested by the Programme

Thematic area	**Gender Equality and Social Inclusion**
Duties and responsibilities	Provision of expertise supporting integration of gender equality and social inclusion considerations into the development and implementation of water sector legislative and regulatory frameworks, including: • Integration of gender equality and social inclusion principles into legislative, regulatory, and institutional frameworks in the water sector • Assessment of potential gender and social inclusion implications of proposed legal and regulatory measures • Assessing the social impact within the regulatory impact assessments • Development of recommendations and implementation measures promoting equitable access, participation, and institutional representation • Support to stakeholder engagement processes ensuring inclusive participation of relevant groups and communities • Development of guidance, tools, and capacity development activities related to GESI integration in water governance and regulatory implementation • Review of draft legislation, by-laws, procedures, and programme documents from a gender equality and social inclusion perspective • Support incorporation of GESI considerations into institutional procedures, implementation mechanisms, and monitoring frameworks • Contribute to capacity building activities, training, and guidance materials on water legislation, gender equality and social inclusion perspective • Perform other related tasks and assignments as requested by the Programme

Support service	**Digitalisation and automatization of business processes (DMS, Permitting, Enforcement, harmonisation reporting)**
Duties and responsibilities	Provision of technical, digital, and operational services for the development, implementation, digitalisation, and automation of administrative, regulatory, and institutional processes supporting implementation of water sector legislative and regulatory frameworks, including: • Development and operationalisation of digital tools, workflows, and business processes related to permitting, compliance, inspection, enforcement, and reporting procedures

	• Digitalisation and automation of administrative and regulatory procedures established under water legislation and by-laws • Development and implementation of document management systems (DMS), compliance monitoring tools, permitting systems, and harmonisation reporting platforms • Establishment and operational support for interoperable digital information systems in accordance with legislative and regulatory requirements • Development of digital compliance monitoring, enforcement, and reporting mechanisms supporting implementation of EU water acquis obligations • Operational support for implementation of data-driven regulatory and administrative processes within competent institutions • Support to deployment, testing, maintenance, user adaptation, and operational functionality of digital systems and automated workflows • Contribution to user guidance, operational manuals, training activities, and technical support related to digital systems and automated administrative processes • Perform other related tasks and assignments as requested by the Programme

Support service	**Water management Glossary Development, Translation, Interpretation and Proofreading (English to Macedonian and Macedonian to English)**
Duties and responsibilities	Provision of linguistic and technical language services to support the development and implementation of water sector legislative and regulatory frameworks, including primary and subsidiary legislation, including: • Development and maintenance of harmonised terminology glossaries for water sector legal, technical, and regulatory terms in English and Macedonian • Translation of legislative, regulatory, technical, and programme documents between English and Macedonian (and vice versa) • Interpretation support during meetings, workshops, consultations, and stakeholder processes related to legislative and regulatory development • Proofreading and linguistic quality assurance of draft laws, by-laws, methodologies, and related regulatory documents to ensure terminological and legal consistency • Ensuring consistency of terminology across EU water acquis-related documentation, including alignment with EU water Acquis terminology • Support to standardisation of technical and legal terminology used in water governance, hydrology, water quality, groundwater, and institutional frameworks • Perform other related tasks and assignments as requested by the Programme