Based on the Separate Agreement dated 20.12.2022 for implementation of the project: “Solar4Kosovo II – Solar District Heating”, signed between Ndermarrja Publike Termokos Sh.A., the Municipality of Prishtina and KfW, and based on Article 8 Labor Law No. 03/L-212 and Administrative Instruction (MLSW) No. 07/2017 on Regulation of Procedures for Competition in the Public Sector:

**Ndermarrja Publike Termokos Sh.A. is announcing a vacancy for two local consultants for the support to the Project Implementation Unit**

## Background

Solar4Kosovo II -Solar District Heating is a development project of the Republic of Kosovo and the Municipality of Pristina (“Project”),financed by grants of the Government of the Federal Republic of Germany and the European Union (WBIF) through KfW and a loan of the European Bank for Reconstruction and Development (EBRD). Termokos will provide an own contribution.

The Project concerns the construction of a solar thermal plant and its integration into the existing district heating system including a network extension of up to 50 MW in Pristina. The Project comprises the following key components:

1. District Heating Plant
   * Construction of solar collectors with an approximate area of 58.000 m2
   * Construction of a seasonal pit storage with a capacity of approx. 410.000 m3
   * Construction and installation of an absorption heat pump (AHP) with an auxiliary heating component (AHC); and connection with the seasonal pit storage
2. District heating system components and integration
   * Construction of an approx. 1,6 km connection line between solar thermal system and the nearest point of the Kosovo B to Termokos main heating Station pipeline or to the nearest existing Flanch connection.
   * Construction of an approx. 4,2 km connection line between the solar thermal system and the adjoining district heating network (in Tophane)
   * Network extension up to 50MW (in line with the Masterplan developed as part of the ongoing cooperation)

The purpose of the Project is to contribute to an efficient, reliable and climate-friendly heat supply for households, public institutions and businesses in Pristina.

Termokos acts as Project Executing Agency (PEA), responsible for both the implementation and operation of the Project. To this end, Termokos has established a Project Implementation Unit (PIU), which is responsible for coordinating and overseeing all Project activities primarily operational and implementation-related questions throughout its implementation. While the PEA shall engage a consultant to support the PEA during the implementation of the Project (the „Implementation Consultant“), the PIU shall be further strengthened by recruiting two consultants to cover engineering and project management as well as environmental, social, health and safety aspects of the Project as outlined in Section 2 below. The PIU consultants may be financed from technical BMZ grants. The publication of the job profile, the short-listing and final selection of PIU members and the PIU staff contracts are subject to KfW’s and EBRD’s prior no- objection. The PIU shall be -in general- responsible for (list not exhaustive):

* day-to-day activities of the Project
* the financial management and monitoring
* Supervision and monitoring of the implementation consultant contracted under the Project;
* the communication of all involved institutions and stakeholders facilitating the implementation of project-specific training measures for Termokos personnel and a quality management certification process based on ISO standardization
* operating and maintaining the project-financed facilities after project implementation
* ensuring that the project-financed network extension measures follow the specifications of the Termokos Master Plan
* implementing the Environmental and Social requirements agreed upon with KfW and EBRD
* swift revision, commenting and NO for tender documents, invoices and contracts
* prioritizing the energy feed-in into the network to be generated out of the solar thermal plant
* ensuring that the GIS database is maintained and updated regularly to include all necessary and accurate data on the network

## 2. Scope of the PIU consulting services and necessary qualifications

The PIU consultants will be engaged by Termokos on a full-time basis. The contracts will cover an initial period of 2,5 years with the possibility of prolongation for a maximum period which lasts until three months after the elapse of the implementation consultant and upon prior no-objection of Termokos, KfW and EBRD.

It has been attempted to outline the consultant tasks during execution of his services as precisely as possible. However, the employee shall bear in mind that the list of tasks and activitiescanby no means beconsideredasacomplete and exhaustive description of the employee duties. It is rather the employee responsibility, in cooperation with and with the approval of PEA, KfW and EBRD when applicable, to verify critically the scope of services indicated and to extend, reduce or amend it and adapt this concept accordingly wherever he/she deems necessary according to his own professionaljudgement.

**2.1. Position: PIU Civil Engineer**

Termokos J.S.C, is seeking a highly experienced and skilled Civil Engineer to join the PIU team and oversee the construction management of our ambitious solar project for district heating. The selected candidate will play a pivotal role in ensuring the successful execution of the project and its compliance with quality, safety, and environmental standards.

**Tasks and key responsibilities:**

* Manage the Project including financial management and monitoring
* Elaborating the details of the Project design
* Design and implementing the Tender Process
* Supervise and monitor all assembly and construction activities, ensuring adherence to project plans, specifications, and regulatory requirements.
* Supervise implementation of construction schedules, work plans, and resource allocation to ensure timely project delivery.
* Collaborate closely with PIU team, Implementation Consultant (IC), contractors, and stakeholders to coordinate construction efforts and resolve any issues or challenges that arise during the project lifecycle.
* Checking invoices/issuing of the payment certificates
* Engagement within PIU on ensuring that all related licenses and permits in accordance with applicable laws are obtained prior to the award of works contracts
* Monitor construction progress, inspect workmanship, and maintain a keen eye for quality control to deliver a high-quality end product.
* Supervise implementation and enforce strict safety protocols on-site to ensure a safe working environment for all personnel and compliance with safety regulations.
* Review and approve construction materials together with PIU and IC, equipment, and methods to ensure they meet project standards and specifications.
* Oversee the procurement of construction materials and equipment, ensuring timely delivery and cost-effective solutions.
* Prepare regular progress reports and provide updates to senior management and relevant stakeholders.
* Maintain accurate project documentation, including drawings, specifications, and change orders.
* Identify and address any design or construction issues that may impact the project's performance or cost-effectiveness.
* Manage potential claims of contractors related to the Project
* Communicate with all relevant Project stakeholders

**Qualifications and Experience:**

* Master degree in Civil Engineering, Construction Management, or a related field.
* Minimum of 5 years of professional experience in construction management, with a focus on energy projects and renewable energy systems.
* Proven track record of successfully managing large-scale construction projects, preferably in the renewable energy, energy efficiency or district heating sector. Familiar with FIDIC rules contracts.
* Full proficiency in Albanian and English.
* Strong understanding of construction methods, engineering principles, and building codes and regulations.
* Demonstrated expertise in project planning, scheduling, budgeting, and resource management.
* Knowledge of renewable energy technologies, solar energy systems, and district heating concepts is advantageous.
* Familiarity with environmental and sustainability practices related to construction projects.
* Excellent teamwork and communication skills.
* Proactive problem-solving capabilities and a results-driven approach to project management.
* Computer literacy (MS Office-Suite, Outlook, WebEX, MS Teams)
  1. **Position: PIU Environmental and social specialist**

Termokos J.S.C is seeking a highly qualified and experienced Environmental and Social specialist to join our PIU team. The specialist will play a critical role in ensuring the successful implementation of environmentally and socially responsible part of the projects (ESIA, ESMP, SER, LAP and ESCP). The candidate should have a deep understanding of ESHS processes, environmental and social regulations, and stakeholder engagement. This position is integral to our commitment to sustainability and ethical project development. Environmental and Social Specialist with experience in the energy, industrial or district heating sector in particular with the implementation of environmental and social management system and management plans. Extensive experience in stakeholder engagement processes. Excellent understanding of national E&S regulatory framework. Understanding of E&S standards of IFI is required, with practical experience in their implementation as an asset.

**Key Responsibilities:**

* Supervise and active engagement on ESHS process in compliance with the requirements of the International Financing Institutions (KfW and EBRD) and national standards.
* Supervise that the measures and actions as set out in the Environmental and Social Action Plan (ESAP) as well as in the Environmental and Social Impact Assessment (ESIA) including the Environmental and Social Management Plan (ESMP) and Stakeholder Engagement Plan (SEP) for the Project as submitted to KfW for No-Objection are implemented diligently and completely
* Coordinate with the respective departments at Termokos and the consultants the development and finalization of the Land Acquisition/Livelihood Restoration Plan (LRP) in compliance with the above-mentioned standards.
* Lead in coordination with the department at Termokos responsible for land acquisition; concerning governmental agencies and the implementation of the the measures and actions as set out in the LRP - after KfW’s No-Objection – ensuring that these are implemented diligently and completely.
* Lead the permitting process from the local and central government authorities related to ESHS.
* Ensure compliance with the local standards and the Fundamental Conventions of the International Labour Organization (ILO).
* Engage and consult with various stakeholders, including project affected people, local communities, government agencies and NGOs as foreseen in the SEP and the LRP.
* Prepare comprehensive ESHS measure/monitoring reports and documentation adhering to KfW/EBRD and stakeholder requirements.
* Prepare reporting on ESHS performance during construction and ongoing operation and maintenance

**Qualification and experience:**

* University degree in social or environmental sciences.
* Excellent understanding of national environmental and social regulatory framework and good understanding of IFI environmental and social standards. Practical experience in the implementation of the IFI standards is an asset.
* Minimum five years proven experience in the energy, industrial or district heating sector in particular in the implementation of environmental and social management plans.
* Minimum 2 years of proven experience leading and/or conducting stakeholder engagement processes.
* Excellent communication, teamwork and reporting skills as well as capacity to dialogue with communities
* Full proficiency in Albanian and English.
* Computer literacy (MS Office-Suite, Outlook, WebEX, MS Teams)

## 3. How to Apply:

### The candidates must submit a motivation letter (in English language, up to one page), CV (in English language, up to 3 pages); a certified copy of the document certifying the professional qualification, followed by translation in English; copy(ies) of act(s) showing and proving the relevant experience; training certificates and other relevant documents proving professional experience.

* + Declaration under oath (received at the company's offices, or on the company's website: www.termokos.org)
  + Application form (received at the company's offices, or on the company's website: www.termokos.org)
  + Valid Kosovo ID card

The required documents shall be put in the closed envelope and submitted in hard copy to Termokos J.S.C in Prishtina.

If applying for **Position 1**: With title “For NP "Termokos" Sh. a, Prishtina - "Application for PIU Civil Engineer".

If applying for **Position 2**: With title “For NP "Termokos" Sh. a, Prishtina - "Application for Environmental and Social specialist".

*Note: Late applications will not be evaluated.*

**Information on the application procedure**

The competition will be open for fifteen (30) days from the date of publication, 23/10/2023; Applicants' documentation can be submitted to the archive of NP "Termokos" Sh.a, Prishtina, every working day from 8:30 a.m. to 15:30 p.m. until 21/11/2023, or through physical mail, (in a sealed envelope) to the following Address:

Ndërmarrja Publike "Termokos" Sh.A Prishtinë

Rr. 28 Nentori Nr. 181

Dardania

10000 Pristina

Republic of Kosovo

Termokos shall short-list up to 3 candidates per each position. Only shortlisted candidates will be contacted for an interview.

* + Proof that the candidate is a tax payer in Kosovo (Kosovo Tax Administration and /or Kosovo Trust Agency).
  + The court certificate that the candidate is not under investigation (and/or sentenced). The certificate must be valid and original.