

Senior Expert, Energy (Category 1)

1. Objective(s) and Linkages to Reforms

The Recovery and Reform Delivery Office (RDO) is part of the Ukraine Recovery and Reform Architecture Programme (URA), a comprehensive technical assistance programme deployed by the European Bank for Reconstruction and Development (EBRD), in partnership with the European Union, to support critical recovery and reform processes in Ukraine. It is placed in the Cabinet of Ministers of Ukraine (CMU) and serves as an advisory body to the CMU, providing coordination, expert and analytical support to reform planning and implementation by the Ukrainian administration.

The consulting services under this assignment will support the Cabinet of Ministers of Ukraine in developing energy policy and legislative frameworks aimed at building a climate-neutral and sustainable energy system, while ensuring effective collaboration and alignment with relevant Central Executive Bodies. This includes the transposition of relevant EU directives into national legislation—particularly the electricity integration package—as well as the preparation of proposals for the Roadmap on energy market liberalisation in line with the Ukraine Plan and the National Energy and Climate Plan. The consultant will also contribute to monitoring the progress of energy sector reforms and supporting the development of strategic visions and plans for Ukraine's economic recovery, with a particular focus on the energy sector.

2. Position and Reporting Lines

This assignment is a full-time consultancy. The consultant will report to the RDO Executive Director/Deputy Executive Director and work closely with the Secretariat of the Cabinet of Ministers of Ukraine under the leadership of the relevant Deputy State Secretary. The consultant will also coordinate with the relevant departments of the Ministry of Energy of Ukraine.

3. Duration and Proposed Timeframe

The initial consultancy assignment is expected to start in November 2025. Duration of the assignment is subject to the availability of project funding, the consultant's performance, and the specific requirements of the RDO.

The selected candidate will be required to be based in Kyiv.

4. Main Duties and Responsibilities

Support the Secretariat of the Cabinet of Ministers of Ukraine in the following tasks:

- Conduct high-level assessments of the legislative landscape and provide end-to-end strategic advisory support throughout the legislative cycle of reform implementation in the energy sector.
- Draft proposals and provide technical inputs for policy papers and official documents aimed at aligning Ukrainian energy legislation with the EU acquis and international obligations.
- Provide full-cycle support in advancing draft legislation through the parliamentary process, including pre-legislative consultations, legal drafting, and post-submission advocacy.
- Conduct comparative legal analysis to assess the relevance, coherence, and applicability of international and EU acquis provisions to the Ukrainian context.

- Prepare in-depth analytical papers and policy briefs on legislative and regulatory aspects of the Roadmap on energy market liberalisation.
- Develop and deliver regular analytical reform progress reports and strategic briefings on the implementation status of the conditionalities and recommendations of international partners (Ukraine Plan, IMF, European Commission Enlargement Report) as well as Ukrainian Government Action Plan priorities for 2025.
- Support the Secretariat of the Cabinet of Ministers of Ukraine (SCMU) and Central Executive Authorities (CEAs) in preparing negotiation positions and related documentation for the EU accession negotiations and sectoral dialogue on energy integration.
- Assist in organising and facilitating intergovernmental and international consultations on alignment with EU energy legislation and integration frameworks.
- Facilitate multilevel stakeholder coordination and interagency collaboration to ensure cross-sectoral engagement and coherence in reform implementation.
- Support structured consultations with civil society, international partners, and sectoral experts to gather and incorporate feedback on reform priorities and legislative drafts.
- Prepare targeted communication materials, background notes, and briefing kits for engagement with domestic stakeholders and international development partners.
- Provide high-quality inputs, visual presentations, and talking points for high-level meetings, interministerial coordination platforms, and strategic planning exercises.
- Assist in preparing and structuring official communication materials for EU institutions, donors, and internal government use.
- Conduct research and data collection on energy sector performance, reform implementation progress, and policy gaps, in coordination with relevant ministries and international partners.

5. Main Anticipated Deliverables

- Sustained communication established and expert inputs delivered to the development and implementation of the strategic framework for energy sector reforms in the context of EU accession, in close coordination with relevant stakeholders and external partners, including the European Commission, Energy Community Secretariat, and civil society organisations active in the field of energy policy and market integration.
- Support documents on Ukraine's official position on energy-related Cluster 4 "Green Agenda and Sustainable Connectivity" prepared and submitted, contributing to the EU accession negotiation process i.
- Analytical and progress monitoring reports on energy sector reforms prepared, including those based on the Reform Matrix.
- Proposals for the recovery and reconstruction of Ukraine's energy sector developed and incorporated into national planning documents and post-war recovery strategies.
- Draft proposals and recommendations on the alignment of national legislation with EU energy directives and the Energy Community acquis prepared, with a particular focus on electricity market integration.
- Consultations with stakeholders and civil society on energy reform and recovery priorities conducted, with feedback processed and integrated into policy recommendations.
- Inputs to communication and outreach materials on Ukraine's energy reforms and integration efforts provided, tailored for both domestic and international audiences.
- Inputs and presentations for high-level meetings prepared.

6. Qualifications, Skills and Experience

6.1 Qualifications and Skills

- Master's degree in energy, ecology, environmental science, law, economics or another relevant discipline;
- Fluency in Ukrainian and English;
- Experience in the coordination of many stakeholders;
- Experience in legislative drafting is considered an asset;
- Strong organisational management, communication and presentation skills;
- Digital literacy, e.g., MS Office Suite, Google Workspace, etc.

6.2 Professional Experience

- Minimum 7 years of general professional experience, out of which minimum 5 years of experience relevant to the position, including law, public or business administration and consulting related to the field of assignment.
- Experience in working in international organisations and projects, multi-stakeholder cooperation and coordination, consulting agencies and/or government bodies will be considered an asset.
- Good understanding of Ukrainian and international energy and climate-related legislation.
- Demonstrated knowledge and professional experience in the area of energy market regulation and climate policy.
- Solid understanding of the EU integration agenda.
- Advanced experience in cooperation and coordination with government bodies. Knowledge of their mandate and processes is considered an asset.

6.3 Other Experience

- Proven by relevant experience or training:
 - Knowledge of policy formulation processes.
 - Strong planning and team management skills.
- Strong practical experience in building coalitions involving various stakeholders, strategic planning, preparation and conduct of multi-stakeholder advocacy and negotiations.

7. Funding Source

The funding source of this assignment is the Ukraine Stabilisation and Sustainable Growth Multi-Donor Account (MDA) managed by the EBRD. Contributors to the MDA are Austria, Denmark, Finland, France, Germany, Italy, Japan, Latvia, the Netherlands, Norway, Poland, Slovenia, Sweden, Switzerland, the United Kingdom, the United States, and the European Union.

Please note that selection and contracting will be subject to the availability of funding.

8. Submissions

Submissions must be prepared in English only and delivered electronically by 24 November 2025 to the following address: rdo@kmu.gov.ua

All submissions must include:

- Completed, signed, and scanned/photographed [Application Form](#);
- Completed, signed, and scanned/photographed [Non-Disclosure Agreement Form](#);

- applicant's CV;
- Contact details for three referees who, if contacted, can attest to the professional and/or educational background of the candidate.

Only applications which are submitted using the correct template and are duly completed will be considered.

9. Selection Procedure

Following the evaluation of all applications received, selected candidates may be invited to a written test. Only shortlisted candidates will be invited to the interview.