

	PUBLIC VACANCY	DT-BNJ-027
	<i>ver. 1.2</i>	<i>page 1 of 4</i>
<i>Human Resources Department</i>		<i>Personnel Sector</i>

Based on Articles 8, 10 (paragraph 2.2.) and 15 of the Labor Law No. 03/L-212 of the Republic of Kosovo, Articles 5 (paragraph 1, 2, 4, 5) and 7 of the Administrative Instruction MFPT-no. 01/2024 and supplement to the amendment of AI 03/2024 on regulating competition procedures in the public sector, Articles 5.3.2 and 7.1 of the Employee Manual as well as Articles 6.2, 7.3 and 9.2 of the Recruitment Policy, the System, Transmission and Market Operator-KOSTT sh. a. to fill the vacant position as follows, announces:

PUBLIC VACANCY

Job title:	Environmental and Social Performance Specialist
Enterprise:	KOSTT – Transmission, System and Market Operator J.S.C.
Reference number:	1.0.6.1
Contract duration:	1 (one) year with possibility of extension, while probationary period is 6 (six) months
Working hours:	Full-time job
Basic monthly salary:	1026 Euros
Number required:	1
Work conditions:	Office work and field work
Workplace (location):	KOSTT Headquarters, Prishtina
Application method:	E-mail address (e-mail)

Overview of the Compact Program

The Government of the Republic of Kosovo (“Government” or “GoK”) and the Millennium Challenge Corporation (“MCC”), a United States government agency, have signed a grant aimed at accelerating the country’s transition to an energy future that is more sustainable, comprehensive, reliable and affordable. The Assembly of Republic of Kosovo has ratified the Compact and designated a Millennium Challenge Account – Kosovo (MCA-Kosovo or MCA-K) as an Accountable Entity to exercise and fulfil the rights and obligations of the GoK to oversee, manage and implement the Compact.

Transmission System and Market Operator (KOSTT), as one of the Implementing partners of MCA-Kosovo, has signed the Implementation Entity Agreement (IEA) with MCA-K, which obliges KOSTT to establish BESS Project Implementation Unit (PIU) for the Frequency Restoration Response (FRR) Activity which will be appropriately staffed and equipped to support Design & Supervision (D&S) Consultants and Desing & Build (D&B) Contractor to implement the project under the FRR Activity.

In accordance with the requirements of IEA, and in order to complete the staffing of the BESS PIU, KOSTT is seeking to recruit the Environmental and Social Performance Specialist for the BESS Project Implementation Unit, under the Frequency Restoration Response Activity, with the following duties and responsibilities.

Summary of duties:

Under the direct supervision of the PIU Manager, the Environmental and Social Performance Specialist will provide key environmental and social leadership, oversight and support for BESS Projects, the development of environmental and social protection policies, as well as the project's social analysis and integration requirements, in accordance with applicable laws and standards, and also will ensure compliance with MCC policies and requirements related to environmental and social performance. The Specialist will also ensure that all conditions foreseen by the standards are met during the development of the projects, reporting through the Manager of the PIU.

The position is based in Prishtina, Kosovo

Main Duties and Responsibilities:

- Provides technical advice on environmental and social issues, to ensure compliance with legislation and MCC/IFC guidelines and standards.
- Ensures best practices, optimizing performance, enhancing positive environmental and social impacts and minimizing detrimental environmental and social impacts, including those related to social integration.
- Develops and maintains good working relationships with internal and external stakeholders, such as representatives of the environment and energy sector regulators and MCA-K.
- Ensures that environmental and social policies, operating procedures and processes are updated in line with best practices including MCC/IFC guidelines and standards.
- Oversees the implementation of company policies and procedures to ensure compliance with the national regulatory framework, environment and social requirements, social analysis and broad-based participation requirements of the Compact, in compliance with the MCC policies.
- Oversees field inspection during the development of projects to assess the environmental and social issues.
- Oversees the supervision of the work environment in accordance with the law and standards.
- Ensures full compliance with environmental laws and regulations.
- Collaborates closely with MCA-K Environmental and Social Performance Department, Social Analysis and Integration Department and other actors.
- Collaborates with regulators in the energy sector of Kosovo in the implementation of environmental and social legislation, including MCC/IFC Guidelines.
- Provides answers and/or manages processes which identify solutions to environmental and social issues (including those related to land acquisition processes, economic displacement, occupational health and safety and fire safety), providing authoritative and persuasive advice.
- Provides support to other areas of environmental and social management depending on the need, relevant experience, or with appropriate mentoring (e.g. pollution control, waste management, environmental management systems).
- Prepares periodic environmental and social reports required by company processes and environmental legislation.
- Ensures periodic environmental and social monitoring to provide support and advice where required.
- Ensures that consultations and stakeholder engagement include broad-based representation and consultations.

- Identifies potential defects that degrade the level of environmental protection and proposes necessary measures to eliminate them.
- Provides advice to internal and external stakeholders.

Required education, knowledge and skills:

Education: Bachelor's degree in Engineering, preferably in Environmental Engineering.

Branch/department/major:

- Proven experience working in environmental and social performance issues, as well as on social integration initiatives.
- Flexibility and ability to adapt in a dynamic work environment.
- Environmental professional with energy, enthusiasm, attention to technical detail and an ability to challenge and influence others to improve environmental and social performance.
- Strong teamwork skills, with good analytical skills and an ability to think independently to identify knowledge that can be effective in helping the organization improve its environmental and social performance.
- Knowledge of the English is required.
- A recognized HSE certification (e.g., NEBOSH) is an advantage.
- Practical experience of applying knowledge in an industrial or development project setting.
- Understanding of and experience in the energy or environmental protection/management sector (e.g. BESS projects, energy transmission, environmental and social impact assessment, etc.) is an advantage.

Application method

Application is done through email address. Documents must be uploaded according to the requirements of vacancy announcement. After submitting your application via email address, you will receive an email to confirm receipt of your email. If you did not receive the acknowledgment email, then write to the email address punesimi@kostt.com (only in case you did not receive the acknowledgment email after applying).

Documents to be uploaded and sent as part of the application and the method to be used to send them:

When applying for the position in question, candidates should be careful about the application steps:

- Application is made only through the email address punesimi@kostt.com
- The following documents must be attached (uploaded) to the application email:
 - The application-CV (**ver. 4.0**) downloaded from the official website of KOSTT J.S.C.: www.kostt.com
 - Proof of professional qualification: University degree, scanned in .pdf format and attached to the email (*if the degree was obtained abroad, the certificate of the nostrification of the degree or the act proving that the degree is undergoing the nostrification procedure must be attached, provided that the certificate of nostrification of the degree is submitted before signing the act of appointment to the position*).

- Proof of professional experience: Work certificate (reference) from your previous or current employers that proves your experience for the profession you have. The certificate (reference) must include the start and end date of your employment or engagement with your employer.
- Other proofs of documents according to the requirements and criteria of the public vacancy announcement.

Notice on the result of the vacancy announcement

According to Administrative Instruction No. 01/2024 on the regulation of competition procedures in the public sector, applicants/candidates will be notified after each stage of the candidate evaluation process.

Method of evaluation of applicants/candidates

According to Administrative Instruction No. 01/2024 on the regulation of competition procedures in the public sector, the candidates can get up to seventy (70) points from the written test, up to twenty (20) points from the interview, and up to ten (10) points from their CVs.

KOSTT offers equal employment opportunities for all citizens of the Republic of Kosovo and encourages female candidates and young people to apply for these job positions.

Note: *When applying, applicants/candidates should also be careful regarding the following:*

If you do not declare that your family member is in an employment relationship with KOSTT, regardless of the stage of the candidate evaluation when this is established, your applications/CVs will be rejected. Applications sent after the due date will not be accepted, while incomplete ones or those that are not in the required format presented above will be rejected.

Applications will be accepted only from candidates who meet the requirements/criteria of the vacancy announced in the media and on the official website of KOSTT.

Additional documentation sent by the candidate after the application deadline cannot be requested or accepted.

Approximate timeline: The written test will take place within 20 days of the end of the application deadline, the interview will take place within 15 days of the end of the written test, the final notice will take place within 5 days of the end of the interview, and the conclusion of the employment relationship with the successful candidate will take place within 15 days of the issuance of the final notice.

The approximate timeline will be applied in the event that there are no complaints which suspend the foreseen deadline for the course of the vacancy announcement process according to AI No. 01/2024.

The original documents that prove the facts highlighted in the application-CV must be presented at the time of the interview.

The vacancy remains open fifteen (15) days from the day of publication in the media and on the website of KOSTT, from 02.10.2025 until 16.10.2025 at 24:00.