



TERMS OF REFERENCE

Job title:	Three national consultants to draft the new Law on thermal energy
Contract type:	Individual Contract (IC)
Duty Station:	Republic of Moldova, Chisinau
Reference to the project:	(01001727) "Greening the future and advancing rights and stability"
Contract type:	Individual Contract
Contract Duration:	May 2026 - April 2027
Expected workload:	Team Leader / Senior Energy Policy Expert – up to 40 working days Legal Expert – up to 40 working days Technical Expert – up to 25 working days

1. BACKGROUND

The thermal energy sector and the promotion of cogeneration represent a critical component of energy security and sustainable development in the Republic of Moldova. The country remains heavily dependent on energy imports, exceeding 85% (primarily natural gas), which heightens vulnerability to geopolitical fluctuations and price volatility, as demonstrated during the recent energy crises (2022-2023). District heating systems supply approximately 70% of urban heating needs but suffer from high losses (typically 20-30% in transmission and distribution) and low overall efficiency, contributing significantly to national greenhouse gas (GHG) emissions - around 70% of the total. Promoting high-efficiency cogeneration - the combined production of electricity and heat - offers substantial potential to reduce fossil fuel consumption, improve energy efficiency, integrate renewable sources, and support the transition to a green economy.

The current legislation, Law No. 92 of 29 May 2014 on thermal energy and the promotion of cogeneration, partially transposed older EU directives (e.g., 2004/8/EC and 2012/27/EU). However, it contains major gaps compared to the updated EU acquis. It fails to fully incorporate the stringent requirements of the revised Energy Efficiency Directive (EED) 2023/1791, such as minimum efficiency thresholds which will ensure the achievement of the 80% for high-efficiency cogeneration, restrictions on fossil fuel-based units after 2030, mandatory annual national and local assessments of district heating potential, and provisions for waste heat recovery. It also lacks detailed mechanisms for local planning, comprehensive monitoring, and protection of vulnerable consumers, hindering alignment with EU standards and access to European funding.

Updating the legal framework is essential in the context of Moldova's European integration process, as a candidate country to the EU (since 2022) and a Contracting Party to the Energy Community Treaty (since 2010). The country must fully harmonize its legislation with the European Green Deal and the "Fit for 55" package to achieve climate neutrality by 2050. This project aims to develop a new law that comprehensively transposes relevant EU directives, embedding the "Energy Efficiency First" principle and ensuring a just green transition.

The anticipated benefits are directly linked to Moldova's national commitments. The Integrated National Energy and Climate Plan (INECP/NECP) 2025-2030, approved by the Government in February 2025, sets ambitious targets: achieving a 30% share of renewable energy in final energy consumption by 2030, keeping primary energy consumption below 2,949 ktoe and final consumption below 2,762 ktoe, and reducing GHG emissions on the right bank of the Dniester by 68.5% (potentially up to 88%) compared to 1990 levels.

The draft Energy Strategy of the Republic of Moldova until 2050 (presented for public consultation in September 2025), with an estimated investment requirement of around €43 billion, envisions covering approximately 90% of national energy demand from domestic renewables (including solar, wind, biomass, and high-efficiency cogeneration), increasing the share of electricity in final consumption to 65%, reducing import dependence from over 77% to 40%, and generating savings of more than €4 billion through reduced gas consumption. These reforms are expected to attract investments in green infrastructure, create thousands of jobs in the energy sector, lower energy bills for consumers by 20-30%, and enhance resilience against external shocks, thereby accelerating integration into the European energy market.

The new legislation will be developed in the support of the Ministry of Energy, within the "Greening the Future, Advancing Rights and Stability" project, financed by Denmark and implemented by UNDP, as part of the Just Energy

Transition (JET) portfolio and will contribute to building a sustainable, secure, and competitive energy system, fully aligned with national and EU objectives, delivering long-term economic, social, and environmental benefits.

2. OBJECTIVE AND EXPECTED OUTPUTS

The primary objective of this assignment is to develop a comprehensive draft of a new Law on Thermal Energy and Promotion of Cogeneration in the Republic of Moldova, ensuring full harmonization with the EU *acquis Communautaire*. This will support Moldova's European integration process as an EU candidate country, while advancing national commitments under the National Energy and Climate Plan (NECP) 2025-2030 (approved by the Government on 26 February 2025) and other related policy documents. The new law will replace the outdated Law No. 92 of 29 May 2014, addressing gaps in efficiency, decarbonization, and monitoring to promote high-efficiency cogeneration, district heating systems, and renewable integration, ultimately contributing to energy security, reduced GHG emissions, and economic resilience.

Given that the elaboration of the new law includes the transposition of relevant normative acts, the assignment will ensure the complete and accurate transposition into national legislation of the key EU legal instruments applicable to thermal energy and cogeneration, with particular emphasis on the following:

- Directive (EU) 2023/1791 on Energy Efficiency (EED, recast), which establishes binding measures for energy savings, including minimum efficiency thresholds (e.g., around 80% for high-efficiency cogeneration), restrictions on fossil fuel-based units after 2030, mandatory annual national and local assessments of district heating and cooling potential, provisions for waste heat recovery, priority access for efficient systems, and requirements for metering, billing, and consumer protection.
- Directive (EU) 2023/2413 on the promotion of energy from renewable sources (RED III), focusing on increasing the renewable energy share in heating and cooling (aligned with Moldova's NECP target of 30% renewables in final energy consumption by 2030), sustainability and GHG criteria for biomass and biofuels, and integration of renewables in cogeneration and district heating systems.
- Related delegated and implementing acts, such as Commission Delegated Regulation (EU) 2023/2104 establishing harmonized efficiency reference values for separate production of electricity and heat and for cogeneration, as well as elements of the European Green Deal and "Fit for 55" package supporting the pathway to climate neutrality by 2050.
- Other requested European regulations in the field of thermal energy.

The assignment will adopt a phased approach to tasks, incorporating technical, economic, and regulatory considerations:

- **Phase 1: Analysis and Gap Assessment:**

Conduct a thorough review of the current legal framework (Law No. 92/2014) and identify non-compliances with the above EU directives. Perform a detailed transposition mapping, including technical aspects such as updated definitions (e.g., efficient district heating with emissions below 270 gCO₂/kWh), criteria for high-efficiency cogeneration, integration of demand response, and recovery of industrial waste heat, etc.

Develop the draft law provisions for phased decarbonization (e.g., ≥50% renewables or waste heat in district heating from 2027 onwards, zero emissions by 2050), long-term planning tools (e.g., 30-year forecasts, municipal plans for cities >45,000 inhabitants such as Chişinău), and technical requirements (e.g., priority grid access for small-scale cogeneration <5 MW, remote-readable metering by 2027, performance-based contracting).

An important aspect is the coordination of the identified results of the analysis and identification of other needs and specific expectations from the national responsible stakeholders, like Ministry of Energy, National Agency for Energy Regulation (ANRE), JSC Termoelectrica, CET Nord etc.

- **Phase 2: Drafting and Integration:**

The process of legislative harmonization has three key components:

- a. Legislative transposition - the incorporation of EU legislation into national legislation;
- b. Implementation - identification and/or designation of institutions and resources (material, human, financial) for the implementation of the transposed legislation;
- c. Enforcement and control - ensuring mechanisms, procedures, and means of control to ensure compliance with the new legislation.

The draft Law and other required documents for Governmental consideration and approval of the drafts should be developed according to the provisions of the Law no. 100/2017 on normative acts and provisions of the Government

Decision no. 1171/2018 for the approval of the Regulation regarding the harmonization of the legislation of the Republic of Moldova with the legislation of the European Union, and other related legislation of the Republic of Moldova.

The set of developed documents will include:

- 1 draft of the Law, and draft of the Governmental Decision
- 1 explanatory Note (Conduct regulatory, environmental, social, and economic impact assessments, including scenarios for sustainable heating roadmaps and alignment with building renovation strategies,
- 1 table of concordances for EU consultation
- 1 final Law and Governmental Decision

The team of experts will also support the Ministry of Energy in development of the Objections Summary Tables needed for promoting and approving of the Government Decision. 1 (One) Objections Summary Table as a result of the official consultation with central public authorities during the promotion of the draft Law and 1 Objections Summary Table as a result of the public consultations (Phase 3).

- **Phase 3: Stakeholder Consultation and Impact Evaluation:**

Organize inclusive public consultations with key stakeholders (Ministry of Energy, ANRE, district heating operators, civil society, EU/Energy Community experts).

- **Phase 4: Final Draft of the Law:**

Incorporate feedback, prepare supporting documents (explanatory Note, full table of concordance showing article-by-article alignment with EU directives and Objections Summary Tables). Ensure validation against Energy Community standards to facilitate compliance monitoring and access to EU support programs.

Throughout the process, the assignment will prioritize the "Energy Efficiency First" principle, a just transition (including support for workers in fossil-dependent segments), cross-sectoral coherence (e.g., with electricity market reforms and building efficiency), and measurable contributions to Moldova's long-term goals of covering ~90% of energy demand from domestic renewables by 2050, reducing import dependency to ~40%, and achieving climate neutrality.

The development of the new Law on Thermal Energy and Promotion of Cogeneration is a complex legislative process that requires close coordination among the three national consultants. Each consultant will be responsible for a distinct area of expertise, they will work as an integrated team under the overall leadership of the Team Leader, with the common objective of producing a single, high-quality, coherent and fully harmonized draft law together with all supporting documents.

Team Leader / Senior Energy Policy Expert - will have overall responsibility for the quality, coherence and timely delivery of all outputs. He/she will:

- Coordinate the work of the entire team and ensure synergy between policy, legal and technical inputs;
- Lead the strategic policy dialogue with the Ministry of Energy and other national stakeholders;
- Oversee the preparation of the Inception Report, Policy Concept Note and the overall structure of the new law;
- Consolidate all contributions into the final draft law and supporting documents;
- Ensure that the draft law reflects the "Energy Efficiency First" principle and is fully aligned with Moldova's strategic objectives (NECP, Energy Strategy 2050, EU accession requirements);
- Act as the main point of contact with UNDP and the Ministry of Energy.

Legal Expert – Energy Law and EU Acquis Harmonization - will be responsible for the legal and regulatory quality of the draft law. His/her main tasks include:

- Conducting a detailed gap analysis and transposition mapping of the current Law No. 92/2014 against the relevant EU acquis (EED 2023/1791, RED III 2023/2413, Delegated Regulation 2023/2104, etc.);
- Drafting the full text of the new Law and all related normative acts in accordance with Moldovan legislative technique (Law No. 100/2017 and GD No. 1171/2018);
- Preparing the Table of Concordance, Explanatory Note and Objections Summary Tables;
- Ensuring full and accurate transposition of EU provisions into national legislation;
- Providing legal review and final polishing of all documents.

Technical Expert – Thermal Energy and Cogeneration - will provide specialized technical input to ensure that the new law is technically sound and feasible. His/her main responsibilities include:

- Carrying out the technical assessment of the current situation and identifying technical gaps;
- Developing detailed technical requirements, definitions, standards and performance criteria (efficiency thresholds, metering, waste heat recovery, decarbonisation pathways, etc.) to be incorporated in the law;
- Providing technical validation of all draft provisions (both Romanian and English versions);
- Contributing to the technical parts of the Explanatory Note and impact assessment.

Team Collaboration and Inputs - all three consultants will actively contribute to the joint deliverables. The Team Leader will integrate the inputs from the Legal Expert and the Technical Expert into the final cohesive documents. Regular coordination meetings (physical or online) will be organized to ensure consistency and avoid overlaps. Each consultant's specific inputs are reflected in the respective deliverables as indicated in the table below.

3. Key deliverables and tentative timetable

The Individuals are expected to provide the following deliverables according to the schedule below:

Team Leader / Senior Energy Policy Expert

Key deliverables	Tentative deadline
Deliverable 1. Inception Report and Transposition Mapping Report Inception Report and coordinated Transposition Mapping, including preparation of the detailed team work plan, coordination of the Transposition Mapping Report based on the Concordance Table developed by the Legal Expert, conduct of the strategic and policy-level gap assessment, identification of key policy inconsistencies between Law No. 92/2014 and the EU acquis, and integration of legal and technical inputs into a consolidated high-level analysis.	May 30, 2026 <i>Up to 10 working days</i>
Deliverable 2. Policy Concept Note and preliminary structure of the new law Policy Concept Note and preliminary structure of the new law, including recommendations for incorporation into the draft Law, as well as proposed regulatory mechanisms, incentives, consumer protection measures, and compliance frameworks.	June 15, 2026 <i>Up to 10 working days</i>
Deliverable 3. Stakeholders Consultation Conducting public consultations, review of received proposals, and validation of the draft Objections Summary Tables prepared by the Legal Expert.	August 14, 2026 <i>Up to 5 working days</i>
Deliverable 4. Inputs for the advanced draft law and review of the elaborated draft Expert should develop constructive inputs for the advanced draft of the law and revise the Romanian and English versions of the drafts elaborated by the team.	September 10, 2026 <i>Up to 10 working days</i>
Deliverable 5. Final Report Final draft of the documents, considering the recommendations from the European Commission.	February 28, 2027 <i>Up to 5 working days</i>

Legal Expert – Energy Law and EU Acquis Harmonization

Key deliverables	Tentative deadline
Deliverable 1. Legal Review Report / Concordance Table Legal gap analysis and Concordance Table, including assessment of the compatibility of Law No. 92/2014 with the provisions of Directive (EU) 2023/1791 (EED), Directive (EU) 2023/2413 (RED III), Delegated Regulation (EU) 2023/2104, and other relevant EU acts, identification of specific legal non-compliances, and formulation of concrete solutions for transposition.	May 30, 2026 <i>Up to 5 working days</i>
Deliverable 2. First draft Law and the package of the related documents The primary legislative draft incorporating full transposition of EU directives and instruments, including supporting and justifying documents according to the Law no. 100/2017 on normative acts and provisions of the Government Decision no. 1171/2018 for the approval of the Regulation regarding the harmonization of the legislation of the Republic of Moldova with the legislation of the European Union, and other related legislation of the Republic of Moldova.	July 15, 2026 <i>Up to 10 working days</i>
Deliverable 3. Stakeholders Consultation	August 14, 2026

Draft and final Objections Summary Table, including structured presentation of comments received, their classification, proposed responses, and full compliance with Moldovan legislative procedures.	<i>Up to 5 working days</i>
Deliverable 4. Draft of the Law Development of the package of documents, including Draft Law, Table of Concordance, Explanatory Note, Summary Objections Tables. The draft documents should be prepared in Romanian, according to the Republic of Moldova norms and regulations, and in English, according to the European Requirements on consulting documents that transpose the EU legislation.	September 30, 2026 <i>Up to 15 working days</i>
Deliverable 5. Final Draft of the Law Development of the final package of documents, including Draft Law, Table of Concordance, Explanatory Note, Summary Objections Tables. The comments and suggestions from the European Commission should be integrated in the final draft.	February 28, 2027 <i>Up to 5 working days</i>

Technical Expert – Thermal Energy and Cogeneration

Key deliverables	Tentative deadline
Deliverable 1. Technical Assessment Report, including Technical Options and Impact Analysis Technical assessment and recommendations, including analysis of the current legal framework from a technical and engineering perspective, identification of gaps related to high-efficiency cogeneration standards, district heating efficiency, waste heat recovery, metering, and decarbonisation pathways, and provision of specific technical recommendations for incorporation into the Inception Report and the draft law.	May 30, 2026 <i>Up to 5 working days</i>
Deliverable 2. Inputs of the Technical Requirements for the Law Develop a detailed report with technical requirements that should be incorporated in the new law, considering the Moldova's realities and the EU directives (e.g., EED 2023/1791, RED III 2023/2413, and Delegated Regulation 2023/2104) norms. The report should contain also exact wording proposals for technical articles and annexes.	June 15, 2026 <i>Up to 5 working days</i>
Deliverable 3. Stakeholder consultation (technical component) Presentation of the technical modifications incorporated into the draft law, explanation of the proposed technical targets, and response to questions and suggestions related to the technical aspects of the law. Contribution to the development of the Objections Summary Tables on technical matters (e.g. efficiency thresholds, cogeneration standards, metering, waste heat recovery).	August 14, 2026 <i>Up to 5 working days</i>
Deliverable 4. Technical Validation of the Drafts and related documents Written comments ensuring technical accuracy of developed drafts for both versions: Romanian and English.	October 10, 2026 <i>Up to 5 working days</i>
Deliverable 5. Final technical validation of the new law Technical validation of the new law considering the comments and suggestions from the European Commission.	February 28, 2027 <i>Up to 5 working days</i>

Note: The Candidates shall submit a financial offer the specific lot they are applying

Deliverables and the final timeline can be amended or specified for the purpose of the assignment.

All deliverables should be agreed with UNDP and be provided in electronic copy.

Payment will be made upon the successful completion of the tasks assigned.

All data and information received from the UNDP and national stakeholders for the purposes of this assignment are to be treated confidentially and only to be used for the execution of these Terms of Reference.

4. INSTITUTIONAL ARRANGEMENTS

The timeframe for the work of the Consultants is planned for the period May 2026 – March 2027, with the contract validity extended until April 30, 2027.

The assignment shall be performed in close coordination with the UNDP Project Team, under the guidance and supervision of the Project Manager, and in close liaison with the Ministry of Energy.

For the duration of the assignment the Project will provide the Consultants the necessary information and materials for the fulfilment of the assignment. All communications and documentation related to the assignment will be in Romanian, unless specifically agreed otherwise..

5. FINANCIAL ARRANGEMENTS

Payments will be disbursed in tranches upon submission and validation of deliverables (certifying that the services have been satisfactorily performed).

6. QUALIFICATIONS AND SKILLS REQUIRED

Team Leader / Senior Energy Policy Expert

Academic Qualifications:

- Advanced university degree (Master's or PhD) in energy, engineering, legal, public policy, or a related field;

Years and sphere of experience:

- At least 7 years of professional experience in energy policy, regulatory reform, or strategic advisory in the energy sector;
- Proven experience in leading complex assignments involving legislative drafting or policy reform in the energy sector in at least 3 (three) similar projects;
- Experience as Project Manager or a Team Leader in at least 3 (three) similar projects;
- Proven experience in working with governmental institutions and international development organizations, in at least 3 (two) similar projects;
- Strong knowledge of EU energy and climate policy frameworks, including the European Green Deal and "Fit for 55" package;
- Proficient Romanian and English. Proficiency in Russian will be considered an asset.

Legal Expert – Energy Law and EU Acquis Harmonization

Academic Qualifications:

- University degree in law, public policies, energy sector or other related areas is required;

Years and sphere of experience:

- At least 7 years of proven professional experience in legal acts drafting including transposition in the national legislation of the EU energy and/or climate related acquis.
- At least 5 years of working experience in the institutional consultancy and/or law-making.
- Proven experience within the public sector in at least 3 (three) similar projects;
- Good knowledge of the national legislative process (drafting and promotion for adoption);
- Experience in working with UNDP and other donors;
- Proficient Romanian and English. Proficiency in Russian will be considered an asset.

Technical Expert – Thermal Energy and Cogeneration

Academic Qualifications:

- University degree in energy engineering, thermal engineering, or related technical fields;

Years and sphere of experience:

- At least 7 years of professional experience in thermal energy systems, cogeneration, or district heating;
- Proven experience of working with CHP technologies, energy efficiency measures, and renewable heat solutions in at least 3 (three) assignments;
- Familiarity with EU technical standards and performance benchmarks;
- Sound understanding of the national institutional framework governing the thermal energy sector and district heating systems in the Republic of Moldova. Experience in collaboration with Moldovan government institutions and international development organizations will be considered an asset;
- Proficient Romanian and English. Proficiency in Russian will be considered an asset.

7. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Signed and filled-in Offeror's letter to UNDP confirming interest and availability for the individual contractor (IC) assignment, incorporating Financial proposal in Annex 2 (in USD, specifying a total requested amount per working day, including all related costs, e.g. fees, phone calls, fuel, etc.). Annex 2 to the Offeror's letter, incorporating the Financial Proposal, shall be filled in mandatorily and includes the detailed breakdown of costs supporting the all-inclusive financial proposal;
- Proposal (Motivation Letter): explaining why they are the most suitable for the work including previous experience in similar Projects (**please provide brief information on each of the above qualifications, item by item, including information, links/copies of documents for similar comprehensive assignments**);
- Duly updated CV with at least 3 references.

Important notice: The applicants who have the statute of Government Official / Public Servant prior to appointment will be asked to submit the following documentation:

- a no-objection letter in respect of the applicant received from the Government, and;
- the applicant is certified in writing by the Government to be on official leave without pay for the entire duration of the Individual Contract.

8. EVALUATION

Initially, individual consultants will be short-listed based on the following minimum qualification criteria:

For the National Consultant 1: Team Leader / Senior Energy Policy Expert

- Advanced university degree (Master's or PhD) in energy, engineering, legal, public policy, or a related field.
- Minimum 7 years of professional experience in energy policy, regulatory reform, or strategic advisory in the energy sector.
- At least 3 (three) similar projects involving legislative drafting or policy reform in the energy sector.

For the National Consultant 2: Legal Expert - Energy Law and EU Acquis Harmonization

- University degree (or higher) in law, public policies, energy sector or other related areas.
- Minimum 7 years of proven professional experience in legal acts drafting including transposition in the national legislation of the EU energy and/or climate related acquis.
- At least 5 years of working experience in the institutional consultancy and/or law-making.

For the National Consultant 3: Technical Expert – Thermal Energy and Cogeneration

- University degree (or higher) in energy engineering, thermal engineering, or related technical fields.
- Minimum 7 years of professional experience in thermal energy systems, cogeneration, or district heating.
- At least 3 (three) assignments related with CHP technologies, energy efficiency measures, and renewable heat solutions.

The short-listed individual consultants will be further evaluated based on the following methodology:

The award of the contract shall be made to the individual consultant whose offer has been evaluated and determined as:

- responsive/ compliant/ acceptable, and
- having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.
 - Technical Criteria weight – 60% (300 pts);
 - Financial Criteria weight – 40% (200 pts).

Only candidates obtaining a minimum of 210 points would be considered for the Financial Evaluation.

1. Team Leader / Senior Energy Policy Expert

Criteria	Scoring	Maximum Points Obtainable
Technical		
Advanced university degree (Master's or PhD) in relevant field	Master's – 30 pts, PhD – 45 pts	45
Minimum 7 years of experience in energy policy / regulatory reform	7 years – 30 pts, each additional year – 5 pts, up to max 60 pts	60
Proven experience in at least 3 similar projects (policy reform / legislative drafting), clearly indicated in the CV and supported by references	3 – 35 pts, each additional – 5 pts, up to max 55 pts	55
Experience as Team Leader / Project Manager	Each assignment – 10 pts, up to max 40 pts	40
Experience with government and international organizations, supported by contracts or references	Each assignment – 10 pts, up to max 40 pts	40
Experience in EU energy/climate related assignments (policy development, advisory, or legislative approximation with EU acquis), clearly described in the CV	Each assignment – 10 pts, up to max 40 pts	40
Language skills	Romanian – 5 pts, English – 5 pts, Russian – 5 pts	15
Belonging to under-represented group(s)*	No – 0 pts, Yes – 5 pts,	5
Maximum Total Technical Scoring		300

2. Legal Expert - Energy Law and EU Acquis Harmonization

Criteria	Scoring	Maximum Points Obtainable
Technical		
University degree in law / public policy / energy law	Bachelor – 30 pts, Master's – 40 pts, PhD – 45 pts	45
Minimum 7 years of experience in legal drafting, including transposition of EU energy and/or climate acquis into national legislation	7 years – 35 pts, each additional year – 5 pts, up to max 60 pts	60
Experience in institutional consultancy / law-making (min. 5 years)	5 years – 30 pts, each additional – 5 pts, up to max 45 pts	45
Proven experience in at least 3 public sector assignments related to legal or regulatory work	3 assignments – 35 pts, each additional – 5 pts, up to max 50 pts	50
Proven experience in drafting/reviewing normative acts (laws, regulations, bylaws), evidenced by participation in legislative processes and clearly indicating the expert's role (author, co-author, or reviewer)	Each assignment – 10 pts, up to max 40 pts	40
Proven experience in assignments implemented with UNDP and/or other international donors, supported by references or contracts	Each project – 10 pts, up to max 40 pts	40
Language skills	Romanian – 5 pts, English – 5 pts, Russian – 5 pts	15
Belonging to under-represented group(s)*	No – 0 pts, Yes – 5 pts,	5
Maximum Total Technical Scoring		300

3. Technical Expert - Thermal Energy and Cogeneration

Criteria	Scoring	Maximum Points Obtainable
Technical		
University degree in energy / thermal engineering or related field	Bachelor – 30 pts, Master's – 40 pts, PhD – 45 pts	45
Minimum 7 years of professional experience in thermal energy systems, cogeneration (CHP), or district heating	7 years – 35 pts, each additional year – 5 pts, up to max 60 pts	60
Proven experience in CHP, energy efficiency, renewable heat (min. 3 assignments)	3 – 30 pts, each additional – 5 pts, up to max 45 pts	45
Proven experience in feasibility studies, CHP/district heating assessments, energy system analyses, or technical design reports. <i>Each deliverable shall be clearly documented in the CV, indicating the expert's role (author, co-author, or lead expert).</i>	Each assignment – 10 pts, up to max 50 pts	50
Proven experience in assignments specifically related to the thermal energy sector in the Republic of Moldova, including district heating systems or national energy entities, clearly referenced in the CV	Each assignment – 10 pts, up to max 40 pts	40
Experience applying EU or international technical standards (e.g. EN standards) in technical studies, designs, or implementation	1 assignment – 20 pts, each additional – 5 pts, up to max 40 pts	40
Language skills	Romanian – 5 pts, English – 5 pts, Russian – 5 pts	15
Belonging to under-represented group(s)*	No – 0 pts, Yes – 5 pts,	5
Maximum Total Technical Scoring		300

* Under-represented group in the area of assignment (energy efficiency) are women. Under-represented groups in UN Moldova are persons with disabilities, LGBTI, ethnic and linguistic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, refugees and other non-citizens.

Financial	
Evaluation of submitted financial offers will be done based on the following formula: $S = F_{min} / F * 200$ S – score received on financial evaluation; F_{min} – the lowest financial offer out of all the submitted offers qualified over the technical evaluation round; F – financial offer under consideration	200

Winning candidate

The winning candidate will be the candidate who has accumulated the highest aggregated score (technical scoring + financial scoring).