

Compact Program Summary

The Government of the Republic of Kosovo (the "Government" or "GoK") and the Millennium Challenge Corporation ("MCC"), a United States government agency, signed a grant designed to strengthen Kosovo's energy sector and improve the country's energy security. The GoK has ratified the Compact and has designated a new entity as an autonomous agency to exercise and perform the GoK's rights and obligations to oversee, manage and implement the Compact Programs. This entity will be referred to as Millennium Challenge Account - Kosovo ("MCA-Kosovo").

MCA-Kosovo is recruiting for the position of the Environmental, Social, Health and Safety Specialist.

Position Summary

Under the direct supervision of the Environmental and Social Performance & Health and Safety Director ("ESP Director"), the Environmental, Social, Health and Safety Specialist ("ESHS Specialist") shall monitor, provide technical support, and offer strategic guidance to MCA-Kosovo staff and other stakeholders on environmental, social, health and safety performance, including environmental, social, health and safety management and risk assessment. The ESHS Specialist shall ensure that Compact activities comply with relevant national environmental and social laws and regulations, MCC Environmental Guidelines, and the International Finance Corporation (IFC) Performance Standards (PS) on Environment and Social Sustainability. The position is based in Pristina, Kosovo.

Duties and Responsibilities

1. Coordinate all ESP components of the project, related to environmental, social, health and safety to ensure that all ESHS policies, procedures and regulations are adhered to and are regularly reviewed, updated, and communicated to all stakeholders;
2. Manage and oversee the ESHS related activities within MCA premises and on Project work sites in coordination with the Environmental and Social Consultant (ESoC). Monitor the ESHS performance of each contractor in accordance with the Project Environmental and Social Management System (ESMS) developed for the Compact and relevant ESHS management plans developed by contractors;
3. Ensure all contractors and their sub-contractors are in alignment with the ESMS as well as in compliance with MCA-Kosovo and MCC policy and guidelines related to environmental and social performance;
4. Contribute to the implementation of the above-mentioned activities, including the development and tracking of key performance indicators as well as any evaluation activities, including maintaining the ESMS from the H&S perspective;
5. Work closely with other MCA-Kosovo staff and pertinent government counterparts involved in the Compact;
6. Coordinate with the ESP Director, Project Directors, and Activity Managers to develop and manage relationships with partnering stakeholders to advance the objectives of the Compact related to environmental and social performance activities;
7. Work closely with the MCA-Kosovo stakeholders to provide information and updates on relevant activity agendas and cross-cutting issues to relevant Managers and Directors;
8. Assist the ESP Director with coordination and oversight of the MESPI Capacity Building Activity and ensure consistency and coherency of these activities across interventions.

9. Support the ESP, SA, and other Directors in undertaking any relevant additional stakeholder engagement and grievance management related tasks as and when required.
10. Build and maintain H&S capacity and a strong H&S culture within the activity teams, contractors, pertinent government counterparts and other key stakeholders, as needed;
11. Produce required status updates, monitoring reports and timely communications to the ESP Director and management, highlighting key implementation issues and opportunities on ESHS matters;
12. Prepare communications materials that highlight the Compact's activities, successes, and lessons learned;
13. Support ESP Director in overseeing and managing the work of the ESOC, support for grievance mechanism and other overarching Compact tasks.

Required Knowledge and Skills

- Bachelor's degree in environmental science, engineering, public health, industrial and/or occupational health, social sciences or any other relevant discipline;
- Minimum of five (5) years (or three (3) years with a master's degree) of professional experience working in areas related to environmental, occupational health and safety;
- Experience in maintaining occupational health and safety systems
- Fluency in English and in another official language of Kosovo (Albanian or Serbian) is required. Proficiency in Albanian is preferred for candidates who speak Serbian, and vice versa.

Preferred background and work experience

- Master's degree in environmental science, engineering, social sciences or relevant discipline;
- Demonstrated experience and knowledge of Kosovo and International Occupational Health and Safety policy framework;
- Experience working with national government and international donor organizations;

For more information on MCC and the Kosovo compact, please go to:

[Kosovo Compact | Millennium Challenge Corporation \(mcc.gov\)](https://mcc.gov)

[Millennium Challenge Account \(MCA\) - Kosovo | mcakosovo.org](https://mcakosovo.org)

Application Procedure:

All interested applicants are required to complete the offline Application Form, which you can download through this [link](#).

Please send the completed Application Form, including an up-to-date resume, electronically to HR@mcakosovo.org no later than October 3, 2025, before 23:59 Kosovo time. Only a completed application package (resume and application form) will be accepted. The e-mail subject line must indicate the position title for which you are applying.

Kindly note that applications received after the deadline, submitted in different formats than the given Application Form or in languages other than English shall not be considered. Only those candidates who are selected to participate in the subsequent stages of recruitment will be contacted.

All MCA-Kosovo employees will be selected based on an open and competitive recruitment and selection process in accordance with the provisions of the Compact. In addition, the recruitment of all employees of MCA-Kosovo will be carried out in accordance with the principles and indications stipulated by the constitutional and legal provisions, including equal opportunity, merit, competency, transparency, and non-discrimination under all its forms.