

Issue date: 21.10.2026.
Closing date: 05.11.2026.

Call for offers

Donau Soja is seeking a service provider for

**Expert in Soil Health and Minimum Soil Disturbance
(MRV and Advisory Support, Serbia Resilient Agriculture Landscape)**

Issued by	Donau Soja d.o.o., Novi Sad, Serbia
Issue date	21 October 2026
Closing date	5 November 2026
Submission	By email to novisad@donausoja.org , subject: "Offer: Soil Health and Minimum Soil Disturbance Expert, (MRV and Advisory Support 2026)"
Questions	Mirjana Lalošević: lalosevic@donausoja.org
Expected contract start	15 November 2026
Contract end (maximum)	31 December 2028, subject to annual extensions

1. Introduction

Donau Soja invites offers from qualified experts or consulting companies to provide short-term advisory and training support under the Monitoring, Reporting and Verification (MRV) and Farmer Training and Advisory Services work packages of the Serbia Resilient Agriculture Landscape.

The selected expert will carry out the tasks and deliverables defined in these Terms of Reference (ToR), in close cooperation with the Donau Soja project team and under its coordination.

2. Background

2.1 Donau Soja

Donau Soja Association, hereinafter referred to as "Donau Soja", is an independent, international, non-profit, multi-stakeholder organisation headquartered in Vienna, Austria, with regional office in Serbia.

Donau Soja promotes sustainable European soy and protein production and works to strengthen Europe's protein self-sufficiency. Its members represent the entire soya value chain and collaborate to improve how soya is produced and used in Europe.

Further information is available at www.donausoja.org.

2.2 Serbia resilient agriculture landscape

The First Regenerative Agriculture Landscape in Serbia project is implemented from 2026 to 2028, with support from EIT Food and co-investment from corporate partners. The project aims to enable a measurable transition from conventional to regenerative farming systems in the Vojvodina region, through farmer engagement, technical advisory support, evidence-based monitoring, and collaboration across the agricultural value chain.

The project is delivered by a consortium through five interconnected work packages: project management and coordination; Monitoring, Reporting and Verification (MRV) system design and deployment; farmer training and advisory services; soil analysis; and PR and marketing for retail.

The project is expected to expand from approximately 11 farms covering 1,430 hectares in 2026 to 27 farms covering 3,750 hectares by 2028¹. The farms cultivate soybean, sunflower, sugar beet, wheat and apples. Through training and individual advisory support, participating farmers will be supported in selecting and implementing regenerative practices suited to their farm conditions. The MRV system will enable the collection and verification of data on the practices adopted and their environmental and socio-economic outcomes.

The project seeks to improve soil health, reduce greenhouse gas emissions, enhance biodiversity, and strengthen farmer livelihoods. The evidence generated will also support corporate sustainability reporting aligned with relevant European and international frameworks. In the longer term, the initiative aims to strengthen agricultural supply chain resilience and establish a scalable model for regenerative agriculture that can be replicated in other regions.

Donau Soja leads the MRV System Design and Deployment and Farmer Training and Advisory Services work packages. This assignment will provide expert support for selected activities within these work packages, as specified below.

3. Scope and indicative workload

The assignment will support farm-level advisory and monitoring activities and selected training activities throughout the project implementation period, subject to annual contracting and approval of the relevant work plan.

The tasks include

3.1 Before each advisory/monitoring visit

- Agree the visit date and agenda with the farmer and the Donau Soja field team.

3.2 During each advisory/monitoring visit

- Assess the condition of the selected parcels, including soil surface, crop residue cover, signs of compaction, erosion and the current tillage system.
- Review with the farmer the current practices: tillage, residue management, crop rotation, cover crops, fertilization.
- Advise the farmer on the initial steps for transition in the field of soil health and minimum soil disturbance (tillage without ploughing, including no-till, conservation and reduced tillage).
- Record the observations and practice data.

¹ The number of farmers and hectares is indicative and subject to change. The final figures will be shared with the service provider as soon as they are confirmed.

3.3 Between visits

- Provide remote support to farmers by phone, email or video call, responding to questions within five working days (once per month).
- Support the farmer's data recording between visits where requested by the Donau Soja team.

3.4 Holistic Transition Action Plan

- Based on soil test results and farm visits, support Donau Soja in developing an individual **Holistic Transition Regenerative Agriculture Action Plan** for each farm, covering the next two years (2027 and 2028 for 2026 farms).
- Support and advise each farmer in prioritising actions for the first and second year of the plan.
- Share the tailored recommendations with each farmer by **24 December 2026**.
- The plan must include all information in **Appendix 1**.

3.5 Training events

- Participate as an expert in **two training events each year**: one for the participating farmer cohort² and one for a broader stakeholder group.
- For each event, deliver a **45-minute presentation** on minimum soil disturbance, covering benefits and challenges in arable production and apple orchards.
- Prepare presentation materials and provide them to Donau Soja in advance.

4. Deliverables, Reporting and Deadlines

#	Deliverable	Content	Due date	Format
D1	Farm Visit Report (one per visit)	Content of Appendix 2	Within 2 weeks after each visit	Written report in English
D2	Holistic Transition Action Plan (one per farm)	Content of Appendix 1	24 December 2026 (2026 cohort); within 30 working days after visit (later-cohort farms)*	Written plan, English and Serbian
D3	Training presentations (two events)	45-minute presentation on minimum soil disturbance	Tbd, per annual work plan	Slides (PowerPoint), Serbian language for farmers
D4	Remote support log (per season)	Date, farm, topic and outcome of each remote contact	End of each season	Simple table
D5	Annual advisory summary	Number of visits, farms, hectares, practices adopted, issues and recommendations	December of each contract year, or at contract end if earlier	Written report, English

* Later-cohort farms. Each later-cohort farm shall receive a Holistic Transition Action

² "Cohort" means the group of farms enrolled in the project in a given calendar year. The "2026 cohort" comprises the farms enrolled in 2026. Farms enrolled in 2027 or 2028 are referred to as "later-cohort farms." The number of farms in each cohort is indicative and will be confirmed in writing by Donau Soja.

Plan (D2) with the content set out in Appendix 1, covering the remaining years of the project. The plan shall be delivered within 30 working days after the baseline visit of the farm. If a soil analysis from the project soil analysis work package (WP4) is not yet available at that time, the plan shall be delivered as a preliminary version and finalised within 30 working days after the results are received.

Reporting line: The expert reports directly to Mirjana Lalošević, Donau Soja coordinator (lalosevic@donausoja.org).

Visit scheduling rule: All 2026 farm visits must be completed by **15 December 2026** so that Farm Visit Reports can be submitted within the contract period. The plan and schedule of visits for 2027–2028 will be defined at a later date and established as part of the annual extension of the contract.

5. Expert profile and requirements

5.1 Mandatory requirements (pass/fail)

1. University degree in agronomy, agriculture or a related field, or an equivalent qualification.
2. At least **10 years** of professional experience in agronomy, crop production or agricultural advisory.
4. Experience in **farm-level advisory** work with individual farmers.
5. Ability to travel across the Vojvodina region and to be available for the visit windows in November and December 2026.

5.2 Eligibility of bidders

- Individual experts and companies or organisations may submit offers.
- A company must name the expert who will carry out the work. That expert must meet all mandatory requirements.

5.3 Declarations

By submitting an offer, the bidder declares that:

(a) No conflict of interest. The bidder has no conflict of interest with Donau Soja, the project consortium or EIT Food, and no financial, personal or other relationship that could compromise the impartial performance of the work. The bidder shall immediately notify Donau Soja in writing if such a conflict arises during the contract.

(b) Exclusion. The bidder is not in any of the situations of exclusion defined in the applicable EU and EIT Food rules, including bankruptcy, insolvency, professional misconduct or unpaid taxes and social contributions. The bidder shall provide supporting evidence upon request.

(c) Accuracy of information. All information provided in the offer is accurate and complete.

6. Contract, duration and payment

- The initial contract period runs from **15 November to 31 December 2026**.
- The contract may be extended to 2027 and 2028.
- Each extension requires: availability of project funding, satisfactory performance, confirmation of the annual work plan and a written agreement between the parties.
- Extensions are not automatic. The contract does not guarantee a minimum volume of

work.

- Payment is made against an invoice and acceptance of the relevant deliverables by Donau Soja.
- The contract is a framework agreement with annual work plans.
- New farms are added to the project only by written confirmation from Donau Soja and are reflected in the annual work plan for the relevant year.

7. Financial Offer

7.1 Pricing rules

- Prices are stated in **EUR per working day** (8 hours), **excluding VAT and or other taxes**. VAT/ and or other taxes, if applicable, must be shown separately.
- The daily rate covers all costs of the expert for the work described in this ToR, including professional fees, transport in Vojvodina, communication costs, travel time, preparation and report writing.
- Travel costs (mileage, accommodation and meals) are not reimbursed separately. They must be included in the daily rate.
- Preparation and delivery of the plan for later-cohort farms are covered by the per-farm package rate in Part A of the financial offer. No separate fee applies. If a farm withdraws from the project before the baseline visit, no plan is due and no payment is made for that farm.

7.2 Financial Offer

The daily rate covers all costs as described in Section 7.1.

Part A: Per-farm package

#	Item	Unit	Indicative quantity per farm	Daily rate (EUR, net)	Total per farm (EUR, net)
1	Advisory/monitoring farm visits in Serbia (on-farm day including travel)	Day			
2	Visit preparation	Day			
3	Farm Visit Reports (Deliverable 1)	Day			
4	Holistic Transition Action Plan (Deliverable 2)	Day			
	Subtotal per farm (A)				

Part B: Training events (fixed price)

#	Item	Unit	Indicative quantity	Daily rate (EUR, net)	Total (EUR, net)
5	Training events in Serbia (two, including preparation and delivery)	Day			
	Subtotal training events (B)				

The indicative quantities are used only to structure the offer. They do not constitute a commitment, a minimum volume, or a guaranteed amount of work. The number of farms included in the project will be confirmed during implementation, and the contract does not guarantee any number of farms. Payment is made only for visits and deliverables actually completed and accepted by Donau Soja.

Daily rates for 2027 and 2028 are fixed at the level offered in this table; quantities for those years will be set in the annual work plans.

8. **Evaluation and Selection**

Offers are evaluated on a total of **100 points: CV and technical evaluation (70 points) and price (30 points)**.

Only offers that meet all mandatory requirements in Section 5.1 are evaluated.

8.1 Technical evaluation (maximum 70 points)

Criterion	Maximum points
Documented experience in soil health and minimum soil disturbance in arable crops	30
Farm advisory experience (number of farms supported, years)	15
Experience with apple orchards or other perennial systems	10
Relevant references (projects, scientific papers, articles, etc)	5
Training delivery skills and language competence (Serbian and English)	10
Total	70

8.2 Price evaluation (maximum 30 points)

The offer with the lowest total price (both subtotal A and B will be assessed) receives 30 points. Other offers receive points in proportion:

Price points = 30 × (lowest total offer price / offer total price)

For evaluation, the total final cost for Donau Soja will be assessed (including all applicable taxes).

8.3 Award

The offer with the highest total score is selected, subject to satisfactory reference checks. Donau Soja may request an interview with shortlisted candidates.

9. **Documents to be submitted**

Offers must include:

- I. **Technical offer:** CV of the expert(s), with a list of relevant projects and dates.
- II. **References:** at least five ((projects, scientific papers, articles, etc)
- III. **Financial offer:** completed table in Section 7.2.
- IV. **Written confirmation** of availability for the 2026 visit windows.
- V. **Status:** If applying as individual expert please indicate if you are fully employed.

10. **Data processing**

The expert shall process personal data, including data of farmers and farm contact persons, in accordance with applicable data protection law, including Regulation (EU) 2016/679 (GDPR) and the Law on Personal Data Protection of the Republic of Serbia. Personal data and all data provided by farmers shall be used only for the purposes of this assignment, shall be kept secure, and shall not be shared with third parties without the written consent of Donau

Soja, unless required by law.

11. Funding Acknowledgement

The project is funded by EIT Food, with co-investment from corporate partners. All outputs of this assignment, including reports, presentations and publications, shall acknowledge this funding in accordance with the publicity requirements of the project. The expert shall follow the visual and communication guidelines provided by Donau Soja.

12. Administrative Information

Closing date and time	5 November 2026
Submission email	novisad@donausoja.org
Subject line	Offer: Soil Health and Minimum Soil Disturbance Expert, MRV and Advisory Support
Tentative timeline	Evaluation by 10 November 2026; contract signing by 15 November 2026;
Work approval and acceptance of results	Mirjana Lalošević, agro manager; Donau Soja

Donau Soja is committed to achieving diversity within its workforce and encourages all qualified applicants, irrespective of gender, nationality, disability, sexual orientation, culture, religion or ethnic background, to apply. All applications will be treated in the strictest confidence.

Donau Soja reserves the right not to award the contract, or to award it in part, and to cancel the call at any time without liability.

Appendix 1: Holistic Transition Regenerative Agriculture Action Plan (content per farm)

1. General information of the farm

- Farm name
- Location (city/town, municipality, country)
- Contact person, email and phone number

2. Farm details

- Size of farm (hectares)
- Types of crops and/or orchards
- Current annual yield per crop

3. Current farming practices

- Tillage system and machinery
- Crop rotation (last three years)
- Cover crops and residue management
- Fertilisation (type, rate, timing)

4. Soil test results summary (from the project soil analysis, WP4)

- Soil organic matter, soil organic carbon, pH, nutrients, compaction observations

5. Recommendations for transition, prioritised by year (for the 2026 cohort: 2027 and 2028; for later-cohort farms: remaining years of the project)

The recommendations must include at least **three** of the following key topics:

- Cover crops and crop rotation
- Minimum soil disturbance (tillage without ploughing)
- Increased biodiversity
- Minimum use of chemical inputs (pesticides, herbicides and fertilisers)
- Context-specific design

For each recommendation, state: the action, the timing and the expected outcome.

6. Holistic plan timeline

- Year 1 (2027): priority actions
- Year 2 (2028): priority actions

Appendix 2: Farm Visit Report (content per visit)

The report is prepared after every visit. The first visit in 2026 is a **baseline visit**. Its main purpose is to collect the farm management information and baseline data needed for the Holistic Transition Action Plan (Appendix 1). Later visits compare results with the previous visit and with the baseline.

The objectives of the report are to:

1. Record the overall farm management information, as the baseline at the first visit and as updated information at later visits.
2. Advise the farmer on next steps and how to implement them.
3. Collect data to assess whether the implemented regenerative practices have improved soil health over the transition period.

The report must include:

1. Overall farm management information (baseline at first visit, updated at later visits)

1. Farm profile: farm name, location, contact person, total farm area, and area under each crop or orchard (ha). Number and location of parcels planned for transition.
2. Crops and production: crop, variety, area, average yield over the last three years, and planned crops for the next season. For apple orchards: planting year, rootstock, orchard system and alley management.
3. Current farming practices for the last three years and the current season: tillage system and number of passes; crop rotation; cover crops and residue management; fertilisation (type, rate, timing, organic sources); plant protection (products, number of treatments, active substances); irrigation, where applicable.
4. Machinery relevant to minimum soil disturbance (for example, seed drill type for direct seeding).
5. Farmer goals, constraints and capacity (labour, equipment, financing, risk tolerance) to be considered in the Holistic Transition Action Plan.

2. Field observations

Soil surface, residue cover, compaction signs, erosion signs and biodiversity features.

3. Advice and next steps

1. Specific, dated actions for the farmer until the next visit.
2. Data the farmer must record before the next visit.
3. Date of the next visit.

4. Input for the Holistic Transition Action Plan

1. Summary of the farm profile and current practices.
2. Soil test results and their interpretation (provided by Donau Soja).
3. Priority transition topics, selected from the key topics in Appendix 1 (at least three).
4. Farmer's agreed priorities for the first and second year of the plan.

Attachments: none. Appendices 1 and 2 form part of this ToR.