Call for offers

Donau Soja is seeking a service provider for

Call for Trainers: Knowledge Transfer in Regenerative Agriculture

Stakeholder training within the ReAgro Project

Issued by	**Donau Soja d.o.o., Novi Sad, Serbia**
Issue date	20 November 2026
Closing date	1 December 2026
Submission	By email to novisad@donausoja.org, subject: "Offer: Call for Trainers: Knowledge Transfer in Regenerative Agriculture "
Questions	Mirjana Lalošević: lalosevic@donausoja.org

1. Introduction

Donau Soja invites offers from qualified experts or consulting companies to provide short-term training support under the Farmer Training and Advisory Services work packages of the Serbia ReAgro Project.

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 d.o.o is regional office of Donau Soja Association - an independent, international, non-profit, multi-stakeholder organisation headquartered in Vienna, Austria.

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 -Serbia ReAgro 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 2028. 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 short-term support for selected activity within Farmer Training and Advisory Services work package: First ReAgro training on regenerative agriculture.

First ReAgro Training on Regenerative Agriculture

The first ReAgro training on regenerative agriculture will cover the principles of regenerative agriculture, provide practical advice and tips, and help farmers transition toward more resilient agriculture.

The training is planned for **17 December 2026 in Belgrade, Serbia**.

Target group:

- farmers who are part of the ReAgro project,
- a wider group of farmers who are not yet in the project,
- other stakeholders from the sector who can become further knowledge ambassadors or trainers in regenerative agriculture, such as agricultural advisors, educators and others.

For the purposes of this training, **Donau Soja is seeking experts and speakers** to deliver a up to 45-minute presentation that will transfer knowledge to farmers and other participants in the following areas:

1. Integrated Pest Management
2. Keeping the soil covered 365 days a year
3. Maximising biodiversity
4. Economic benefits of regenerative agricultural production
5. Farming experiences with sustainable agriculture: lessons from the field

Depending on the offers received, the needs and the training plan, Donau Soja will select one service provider for each area for which suitable offers are received. Donau Soja is not obliged to select a service provider for every area. A service provider may submit a separate offer for each area, or one offer covering several areas. In either case, each area will be evaluated separately, and the offer for each area will be assessed on its own merits. If a service provider is not selected for this year's training, the offer may remain valid for one of the upcoming trainings, subject to the consent of the service provider.

3. Scope and indicative workload

This service includes:

- Participation of the service provider/expert in the planned training session described above.
- Delivery of a up to 45-minute presentation on one of the areas described above. Within its offer, the service provider defines the specific scope of the topic within each of the listed areas, and this is part of the evaluation.
- Preparation of presentation materials and their submission to Donau Soja in advance.

Budget

The maximum budget available for the service provider per area is up to EUR 400.00. This budget covers all costs, including the service provider's fee with all applicable taxes and/or social contributions and all direct external costs needed to deliver the training (for example, travel). The service provider defines its price in its offer, up to the maximum stated in this call. The total cost to Donau Soja will be assessed.

4. Deliverables, Reporting and Deadlines

#	Deliverable	Due date	Format
D1	Presentation on the selected topic within selected area	5 days before training event	Open- subject of the offer
D2	Delivery of up to 45 min. presentation within the training	17 December 2026	Presentation

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

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 knowledge transfer and advisory.
3. Experience in public speaking, delivering trainings, and leading workshops and presentations in front of larger audiences.

5.2 Eligibility of service providers

- Individual experts and companies or organisations may submit offers.
- A company must name the expert who will carry out the work for each area for which it submits an offer. That expert must meet all mandatory requirements.

5.3 Declarations

By submitting an offer, the service provider declares that:

(a) No conflict of interest. The service provider 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 service provider shall immediately notify Donau Soja in writing if such a conflict arises during the contract.

(b) Exclusion. The service provider 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 service provider shall provide supporting evidence upon request.

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

6. Financial Offer

Financial offer is lump sum. It covers all costs, including the service provider's fee with all applicable taxes and all direct external costs needed to deliver the training (for example, travel).

The maximum budget available for the service provider is up to EUR 400.00. The service provider defines its price in its offer, up to the maximum stated in this call.

Payment to residents of the Republic of Serbia will be made in RSD, converted into RSD at the official middle exchange rate of the National Bank of Serbia (NBS) on the date of contract signature, and the RSD amount will be fixed in the contract. For natural persons, the applicable taxes and contributions are calculated on this RSD amount. Payment to non-residents will be made in EUR.

Where an offer is submitted by a private individual and if that offer states the net amount the service provider wishes to receive, this must be clearly stated. In such cases, Donau Soja will calculate the costs in accordance with applicable law and add the relevant taxes and social contributions. The total cost to Donau Soja will be assessed.

7. 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.

7.1 Technical evaluation (maximum 70 points)

Criterion	Maximum points
Documented experience in selected area	15
Relevant references (projects, scientific papers, articles, etc)	15
Training and knowledge transfer delivery skills	15
Short description of the 45 min presentation	25
Total	**70**

7.2 Price evaluation (maximum 30 points)

Lowest total cost for Donau Soja within the same area receives 30 points. Other offers receive points in proportion:

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

7.3 Award

For each selected area, the offer with the highest total score is selected. One reserve per area is designated.

8. Documents to be submitted

Offers must include:

I. CV of the expert(s), with confirming education and professional experience.

II. **References:** incl. projects, scientific papers, articles, etc

III. **Information on training and knowledge transfer experience**

IV. **Short description of your planned 45-minute presentation** including:

- **Area** (one of the five areas listed above)
- **Sub-topic** (the specific scope you propose within the selected area)
- **Content** (main topics, key messages and the format of the session)
- **Practical feasibility of proposed practices/ approaches and applicability** for Serbian farmers, how the presentation helps farmers move toward more resilient, regenerative systems e.g. assessed in relation to crops, local conditions, available machinery, costs and other factors (e.g., the legislative framework).
- **Relevance for the environmental impact** (what positive effects implementation of presented practices can have on the environment, such as, for e.g. CO2 emissions/sequestration, soil health, biodiversity, water quality or reduced chemical inputs)
- **Format:** 1 page A4, font 10 Arial

V. **Financial offer**

The financial offer must state the total price in EUR, which must include all costs needed to deliver the training, within the maximum budget stated in Section 6.

- **Legal persons:** the price must include all applicable taxes. VAT should be shown separately if applicable. Offer must contain: Registration number, PIB, VAT status (if applicable)
- **Natural persons:** the bidder must state its employment status (employed or not employed). The bidder may either:
  - **Offer a net amount** it wishes to receive. Donau Soja will calculate and add the applicable taxes and contributions in accordance with the law, and the total cost to Donau Soja must remain within the maximum budget; or
  - **Offer a total price** that already includes all applicable taxes and contributions.

9. 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.

10. Administrative Information

Closing date and time	**1 December 2026, 4pmCET**
Submission email	novisad@donausoja.org
Subject line	"Offer: Call for Trainers: Knowledge Transfer in Regenerative Agriculture "
Tentative timeline	Evaluation and award by 7 December 2026; Day of event 17 December 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.