



## Job Description

### Dam Removal Expert in Sweden

#### Overview

Sweden has been identified as a priority country for dam removal because of the existence of thousands of obsolete dams along Swedish waterways, the Swedish government's directive for all dams to be relicensed under the Nationell Prövningsplan, and the creation of the Hydropower Environmental Fund, which can provide funding for their removal. The relicensing and removal of dams presents an unprecedented opportunity to restore and rewild rivers in Sweden. Rewilding Europe is working with Älvräddarna and its Dam Removal Europe partners to support the creation of a scalable business model which can spearhead the removal of large numbers of dams across the country.

The objective of this consultancy is to create a business plan for a new Swedish company, the mission of which is to remove as many dams as soon as possible in Sweden. During the initial three-month contract period the expert will work in collaboration with Rewilding Europe, Älvräddarna and their partners to identify priority dams, determine a preferred business structure, investigate the possibilities of working with the Hydropower Environmental Fund and the Nationell Prövningsplan, and determine the scale of finances required to start removing dams in Sweden. Ideally the expert will continue to be involved in the business beyond the initial three-month contract, either directly or as an adviser.

The expert will build on work already undertaken and work closely with other Dam Removal Europe partners, local authorities, local dam owners, the Hydropower Environmental Fund and other relevant stakeholders. Being fully conversant with the intricacies of the Hydropower Environmental Fund is critical, while first-hand experience of dam removal in Sweden is highly desirable.

The expert will be preferably based in Sweden and will report to Rewilding Europe's Enterprise Manager. We expect the work to take between 30 and 40 days and to be completed between October and December 2020.

#### Role and responsibilities

The expert will work to:

- Consolidate a prioritised list of dams to be removed in Sweden over the next five years;
- Discuss the removal of priority dams with their owners, and identify the role of the business in the removal - either in an advisory capacity or as a purchaser of the dam;
- Identify at least five dams that could be purchased and removed and at least five dams where the business would act as an adviser to the current owner to assist in the planning and implementation of the removal, with a total of at least 10 dams involved in an initial pilot;

- Hold discussions with the Hydropower Environmental Fund on how to access payments for dam removal and the timescales involved;
- Determine the preferred legal and operational structure of the business to best enable the provision of advice to dam owners, the purchase and removal of dams, and the accessing of payments from the Hydropower Environmental Fund;
- Determine the pricing structure required to make the advisory service viable;
- Determine the necessary amount and structure of financing required to launch the business and identify potential sources of the pre-finance required for the purchase and/or removal of the 10 dams;
- Hold initial discussions with potential sources of pre-finance for the removal or purchase of dams;
- Identify and characterise the experience of a range of contractors required to enable the physical removal of the dams (e.g. construction companies, EIA consultants, legal, insurance);
- Discuss with identified legal counsel about the legal requirements associated with the chosen business model, including purchasing and removing dams in Sweden.

## Outputs

The outputs of this contract are to provide:

- A business plan for a new dam removal business which includes, but is not limited to:
  - Suggested business structure - including type of incorporation, management requirements and organisational structure;
  - Timetable of priority dams to be removed in Sweden, in line with the timeframes detailed in the Nationell Prövningsplan - including describing the method for prioritising the dams;
  - Summary of at least 10 initial pilot dams - including five where the business will advise existing owners on the planning and implementation of dam removal, and five where dams will be directly purchased) - including their location, scale, conservation impact, ownership, permit requirements and pre-finance requirements;
  - Plans for implementation of the dam removals listed above - including on which priority dams the business will act as an adviser and on which a purchaser, and details of the implementation (e.g. how and when to purchase the dams, how and when to access the outcomes-based financing from the Hydropower Environmental Fund and relevant contractors for each of the dams);
  - Financial model - including finance requirements for establishing the business, for running the initial pilot (including the pre-finance requirements for the five dams to be purchased) and also future finance requirements for scaling the business beyond the initial pilot;
  - List of potential sources of the pre-finance required and the discussions held to date;
  - Detailed roadmap of how to take the business plan to implementation phase and remove at least 10 dams during the initial pilot.
- A "how to" guide for the Hydropower Environmental Fund explaining how to access payments for dam removal.
- Detailed notes of the meetings held with Hydropower Environmental Fund, the owners of dams, the potential sources of funds and legal counsel.

## Qualifications

The ideal candidate will hold the following qualifications:

- Master's degree in business, law, management, environmental economics or similar fields
- Experience in dam removal
- Experience in business development
- Experience in establishing own business or for clients will be an advantage

### Competencies and skills

The ideal candidate will possess the following competencies and skills:

- Interest in nature and wildlife and a passion for rivers
- Knowledge of the Hydropower Environmental Fund and the Nationell Prövningsplan
- Entrepreneurial
- Proactive and independent
- Strong sense of responsibility
- Organisational skills
- Analytical / problem-solving skills
- Excellent communication skills, with excellent command (reading, writing and spoken) of Swedish and English
- Time management and prioritisation skills
- Excellent interpersonal skills

### Remuneration

The selected candidate will be issued with a consulting contract for a total fee of €20,000. Your proposal should include an estimate of the number of days and other costs required to complete this work according to this budget.

### How to apply

Your application should be sent to [info@rewildingeurope.com](mailto:info@rewildingeurope.com) no later than **20 September 2020**, including a CV and motivational letter, and with the subject line: Dam Removal Expert Application. Any questions regarding these Terms of Reference should be sent to [helena.newell@rewildingeurope.com](mailto:helena.newell@rewildingeurope.com).

We look forward to receiving your application.