



FEDERAL GOVERNMENT OF SOMALIA

Ministry of Planning, Investment and Economic Development



## Water for Agro-Pastoral Productivity and Resilience Project (P167826)

### Terms of Reference

<b>Position Title:</b>	Senior Environmental Safeguards Specialist
<b>Project:</b>	Somalia Water for Rural Resilience Project 'Biyoole 2'
<b>Location:</b>	Mogadishu, with travel across Somalia
<b>Accountable to:</b>	National Project Coordinator, "Biyoole"
<b>Government agency:</b>	Ministry of Planning, Investments and Economic Development
<b>Type of Contract:</b>	Individual Consultant
<b>Duration:</b>	12 months, with possibility for extension

#### 1. Background

Building on the experiences of (WALP) and Biyoole I implemented by government contributing to the National Development Plan, the Ministry of Planning, Investments and Economic Development is implementing the Somalia Water for Rural Resilience Project 'Biyoole 2' Project. The objective of the Biyoole II project is to develop water, agriculture, and environmental services for rural communities in Somalia's drylands and is a five-year project. The project is framed around four components: (1) Development of Agriculture and Livestock Services around Water Points, (2) Development of Agriculture and Livestock Services around Water Points, (3) Component 3: Development of Environmental Catchment Services in Project Areas, (4) Project Management, Community Development and Enhancing Livelihoods Planning.

The World Bank and the Government of Somalia build on the successes of the “Biyooole I” Project, a new phase is under discussion whereby the support of the World Bank can potentially extend to the Hirshabelle and Jubbaland States.

The Government of Somalia is establishing a core multi sectoral Project Coordination Unit (PCU) supervised by the Ministry of Planning. The role of the PCU is to support the management, coordination, implementation and monitoring and evaluation of project activities. The PCU will be staffed with the following positions: - Project Coordinator, Finance Management Specialist, Procurement Specialist, Safeguards Specialist, M&E Specialist, Water Engineer, Environment Specialist, Agriculture Specialist and Livestock Specialist.

The Senior Environmental Safeguards Specialist position will be a full-time contracted staff position, assigned to the PCU of the Federal Ministry of Planning of Somalia. The Senior Environmental Safeguards Specialist will be responsible for the implementation of the environmental risk management of the Project and will provide technical expertise and capacity building support at FGS and FMS levels. They will also be responsible for submission and tracking of all E&S instruments and ensuing clearance before implementation of sub-projects.

In conjunction with the social and GBV/gender and security specialists, the senior environmental specialist will oversee the implementation of the Environment and Social Management Framework (ESMF), the Stakeholder Engagement Plan (SEP), the Labour Management Procedures (LMP), and Resettlement Planning Framework (RPF) and train and guide the FMS environmental specialists. The senior environmental specialist will be responsible for ensuring full implementation of the ESMF and Environmental and Social Commitment Plan (ESCP) and lessons learnt as well as ensuring synergy with other World Bank projects.

More generally, the senior environmental safeguards specialist will be responsible for ensuring that all environmental risks and impacts are monitored and mitigated, as well as environmental safeguard instruments and the ESMP are implemented on time.

## **2. Duties and Responsibilities**

Reporting to the National Project Coordinator, the Environmental Specialist will have the following duties and responsibilities:

- Work in close collaboration with the social/ Community-driven Development (CDD), Gender-based Violence (GBV)/gender and security specialists to develop mechanisms, modalities and timelines and ensure timely implementation of the safeguard’s instruments: SEP, LMP, RPF, ESMF, Security Management Plan (SMP) and ESMP, in line with the World Bank’s Environmental and Social Framework (ESF);
- Update and seek clearance of the E&S instruments as necessary.
- Provide guidance and templates for all E&S Risk Management processes, monitoring and reporting;
- Review and monitor the performance of the project on environmental risk management and ensure necessary compliance follow-up actions;
- Ensure that the project design, specifications and budget adequately reflect the recommendations of the ESF instruments;

- Ensure that Environmental and Social Management Plans (ESMPs) including Contractor Environmental and Social Management Plans (C-ESMPs) and summary social safeguards reports are developed according to WB guidance, consulted upon and cleared by the World Bank before any activities take place;
- Build the capacity of and guide environmental specialists at FMS level in social risk management and the ESF requirements and promote synergy and coordination across government;
- Ensure that ESF requirements are adequately incorporated into all contracts and contractors' reports;
- Ensure close supervision and monitoring of contractors for the timely and efficient implementation of the C-ESMPs and all other social safeguard measures;
- Coordinate inputs and presentations during implementation status report and provide quarterly reports to the PCU and the WB on E&S implementation;
- In undertaking the assignment, the senior environmental specialist will work closely and collaborate with the Technical Team of the World Bank, the PCU, the Project Implementation Units (PIUs), the Project Management Teams (PMTs), the relevant line Ministries and Agencies, as well as the relevant Federal and State Ministries; and
- Provide technical support to the PCU on the preparation of environmental safeguards documentation and monitoring and reporting on environmental safeguards implementation.
- Review proposals, designs, contracts in regards to sub-projects in order to ensure compliance of all partners with the Project safeguards instruments
- Review E&S screening forms submitted by FMS E&S specialist for the implementation of sub-projects and provide no-objections where feasible or request the preparation of additional environmental and social instruments.
- Monitor and supervise field work, preparation and implementation in regards to environmental safeguards compliance;
- Oversee implementation of E&S requirement and mitigation measures at FMS level in coordination with social safeguards specialist and FMS counterparts;
- Ensure that technical proposals, contracts and implementation by contractors conform to the environmental and social instruments that have been prepared for the project;
- Ensure that all bidding documents and contracts for civil works under the Project include the obligation of contractors, subcontractors and supervising entities to comply with the relevant aspects of all Project environmental and social instruments;
- Ensure immediate reporting of any severe safeguard incidents as per the Projects Operations Manual and the Environmental Incidents Reporting Toolkit (ESIRT) protocols including conducting as required, Root Cause Analysis (RCA) and implementation of the relevant corrective action plans as agreed upon between FGS and the World Bank;
- Participate in all joint implementation and supervision missions conducted by the World Bank, monitoring missions, and project related workshops, consultations, meetings as required;

- Actively contribute to the interface between the World Bank and the Federal Republic of Somalia (FGS) in resolving environmental risk management implementation issues including where the project has inadvertently impacted the environment adversely.
- Review environmental and social reports submitted by implementing partners and contribute to the Project's regular reporting vis-à-vis the World Bank

#### ESMF, LMP, SMP, Implementation Plan and Timetable

- Review and update E&S instruments as necessary and ensure they are reflected in the POM;
- Review the existing sector-specific environmental impact assessment checklist; develop these further as per requirements and prepare implementation schedule and timetable for the 12 months, to be updated on a quarterly basis;
- Review overall project coordination (vertical and horizontal) and implementation arrangements, responsibilities, TORs of all implementing agencies, key staff and implementation partners;
- In close consultation with the implementing agencies identify staff that would be responsible for implementing mitigation measures outlined, at the central and district levels. And based on this, develop detailed E&S work plans for each component and implementing agency (including cost tables);

#### Site-specific ESMPs

- Coordinate the Preparation of a simple (two-page) site-specific ESMP template, as well as a cover note with guidance for completing the site-specific ESMPs. This guidance may include a screening checklist; and
- Assist the FMS environmental safeguard specialists for the Preparation of a simple, site-specific ESMP supervision plan that can be used generically for each site and can be incorporated into trainings. This should be written simply in English and Somali so that anyone can understand and use it. Ensure orientation and training of all implementation agency focal points and contractors.

#### Field Visits/Site Supervision

- In close consultation with the implementing agencies identify staff that would be responsible for supervision and monitoring of the implementation of the mitigation measures and reporting on key indicators;
- Participate in focus group meetings and organized stakeholder workshops/ public consultations to understand the key areas of concern of different stakeholders, particularly vulnerable communities, private sector firms, regarding the environmental and social impacts of the Biyoole project activities; and

- Oversee E&S monitoring tools to ensure consistency of reporting across sites as well as to guide those visiting sites which may not otherwise understand safeguards issues.

#### Biyoole Safeguards Training Program

- Provide technical oversight, training and mentoring to all FMS environmental safeguards specialists.
- Assess Training and Capacity needs among various stakeholders of the Project, including engineers;
- Review training requirements at all levels and prepare outline of training plan;
- Plan, implement and monitor the training of staff at various levels (including awareness raising sessions) among various stakeholders, including engineers;
- Provide technical support for the Development of manuals and guidelines, applicable within the Somali environmental context, on personal safety, and environmental safety;
- Reference training materials to applicable national and international guidelines and/or best management practices, including the World Bank Groups' Environmental Health and Safety Guidelines (WBG EHSs), in particular; and
- Make sure that these materials are translated in Somali and are available to relevant staff working on the project.

#### Quarterly Progress Reporting

- Set up the monitoring and reporting framework, based on the requirements of the ESMP to ensure its effective implementation and fulfilling its requirements;
- Articulate/update monitoring and evaluation arrangements together with the relevant adopted indicators;
- Collect information from the FMS environmental safeguards and Prepare progress reporting formats, including reporting in accordance with the Results Framework, identify responsibilities within each agency for reporting;
- Ensure that the Grievance Redress Mechanism (GRM) system is functional for receiving environmental related complaints, including providing in time responses to grieved people, as well as analyzing and reporting on statistics of environmental issues;
- Ensure that WAPR fulfills any reporting requirements delineated in FGS and/or FMS policies and/or keep the relevant ministries/agencies informed of WAPR implementation vis-à-vis national environmental and social policies;

### **3. Key Deliverables**

- Propose draft template for quarterly progress reporting, to include sections on site-specific ESMPs, GRM, field visits, trainings, stakeholder engagement, and any compliance issues which need attention from the PCU, PIUs, and/or the World Bank;

- Propose draft training plans, including identification of needs (outside trainers, training materials, etc.);
- Coordinate with FGS environmental specialists, gender/GBV specialist and security specialist for consolidating Quarterly Progress Report's content as part of PCU's quarterly progress report and presentations at Implementation Support Missions
- Report on trainings conducted (total 10 days training to Engineers) within 60 days of commencement of assignment; and
- Document and share lessons on E&S implementation with other World Bank projects and beyond and promote synergy and capacity building across government.

#### 4. Qualifications and experience

- Master's Degree in Environment Engineering, Environmental Management/ Sciences, Natural Resource Management or other pertinent fields;
- Minimum of 7 years of experience with at least 5 years of direct project development and management experience in the environment, preferably in fragile and conflicted contexts (including international experience);
- Experience in Environmental Protection and Environmental Impact Assessment (EIA), preferably a World-Bank funded (or other international financial institution) project and/or projects in the fields of agriculture, livestock, water supply, water management, environmental management, community-driven development;
- S/he must be fluent in English and Somali;
- Demonstrated strong writing skills in English – please attach English writing sample from previous work as delineated in the CV;
- Should be willing to work in Mogadishu and travel to the project participating FMSs as and when required;
- Experiences in working in Somalia is essential.
- Skills in facilitating stakeholder engagement, training groups, working as part of larger teams (e.g. with PIUs, PMTs, ministries, NGOs, International Financing Institutions (IFIs)).

#### 5. COMPETENCIES

- **Leading and innovating:** Apply critical thinking to current approaches, identify areas for improvement and try new solutions that deliver results. Inspires and influences others to drive innovation.
- **Drive for results:** Assumes personal responsibility and responsibility to meet deadlines and achieve agreed results, and has the personal organization to do so. Defines challenging goals and continually seeks improvement. Acts as a trusted strategic consultant, partnering with employees to deliver results. Understands the most pressing challenges of stakeholders and contributes to solutions.
- **Collaboration within and between teams:** Contributes productively to work and team performance. Keeps others informed to ensure integration and significant results. Exhibits

a sense of reciprocity and respect and resolves conflicts in a productive way. Seeks out and listens to other people's opinions to inform their own decision and share information openly.

- **Creates, applies and shares knowledge:** Contributes to an environment in which knowledge is created, applied and shared in a transparent way. Contributes to the unit's body of knowledge, applying lessons learned and experience. Actively invests in self-knowledge and seeks feedback. Builds personal and professional networks inside and outside the work group.
- **Discernment and analytical decision-making:** Searches and analyzes facts, data and lessons learned to support sound and logical decisions about the work of one's own and others. Shows initiative when necessary and makes timely decisions.

## 6. TERMS AND CONDITIONS

- The Ministry of Planning and PCU shall make and provide the following to the Senior Environmental Safeguards Specialist:
  - Relevant documents, data, statistics and information required for the execution of the project;
  - When necessary, assign counterparts to assist the Senior Environmental Safeguards Specialist in executing assigned duties; and
  - Office space and equipment for carrying out the assignment.
- The Senior Environmental Safeguards Specialist shall not accept any courtesies/invitations offered from any parties other than the Federal Government of Somalia
- The Senior Environmental Safeguards Specialist shall not be a potential conflict of interest, will undertake the assignment with the highest professional standards and exercise confidentiality in discharge of the assignment.
- To ensure impartiality, the Senior Environmental Safeguards Specialist must not in any way be affiliated with business entities that are currently providing or are seeking to provide goods and services to the Project.