**REPUBLIC OF SOUTH SUDAN**



**SOUTH SUDAN URBAN WATER CORPORATION**

**CLIMATE RESILIENT SANITATION AND INSTITUTIONAL SUPPORT PROJECT**

**TERMS OF REFERENCE – ENVIRONMENTAL & SOCIAL SAFEGUARD EXPERT**

1. The Government of South Sudan received a grant funding from the African Development Bank Group (the Bank) towards the cost of Climate Resilient Sanitation and Institutional Support Project. The project development objective is to improve access to urban sanitation services in Juba with two main aims; i) develop an urban sanitation system in Juba; and ii) strengthen the capacity of sanitation sector institutions.
2. South Sudan Urban Water Corporation seeks to recruit an individual Environmental and Social Safeguard Expert to be part of the Project Implementation Team (PIT) and therefore invites qualified individuals to indicate their interest in the assignment as an Environmental and Social Safeguards Consultant within the Climate Resilient Sanitation and Institutional Support Project (CRISSIP).
3. **Scope of Work**

This REOI & TOR is to hire Environment and Social Safeguard Expert who, together with other PIT members, will provide the necessary technical advice and expertise required to enable the Project to fulfill its mandates. S/he will have the following duites and responsibilities;

**Duties and Responsibilities**

1. **Review and Prepare Environmental and Social Documentation:**
2. Review and summarize Environmental and Social Impact Assessments (ESIA), Strategic Environmental and Social Assessments (SESA), Environmental and Social Management Plans (ESMP), Grievance Redress Mechanisms, and Stakeholder Engagement Plans for disclosure on the AfDB website when necessary.
3. Oversee compliance with South Sudan’s ESIA/ESMP and ensure sub-project activities and implementing partners adhere to the Management Plan.
4. Prepare site-specific ESMPs if required under the terms provided in the ESIA.
5. **Develop and Approve Safeguard Plans:**
   1. Prepare Environmental and Social Safeguard Plans and ensure approval by relevant authorities before implementation.
   2. Develop and deliver spot checks to ensure safeguards policies are properly implemented at the grassroots level in line with guidelines.
   3. Prepare environmental and social safeguards implementation plans as part of CRISSIP’s work plan and support the preparation of site-specific environmental and social management and monitoring plans.
6. **Technical Support and Capacity Building:**
   1. Provide technical support during Project Design, Appraisal processes, and resource mobilization plans.
   2. Deliver capacity-building trainings, orientation, and awareness programs on environmental and social issues for project staff at national, state, and local levels, implementing entities, and partners.
   3. Assist State technical staff in conducting workshops to empower beneficiaries to plan, implement, operate, and maintain systems.
   4. Promote the design and implementation of solutions that minimize negative environmental and social impacts and maximize positive benefits, including developing relevant sections of the Project Operations Manual, guidelines, tools, and notes.
7. **Monitoring and Reporting:**
   1. Undertake follow-up monitoring to ensure proposed mitigation measures are implemented according to agreed-upon plans.
   2. Conduct regular field visits to project sites to assess environmental and social impacts, provide feedback, and document findings in project implementation progress reports.
   3. Prepare regular environmental and social safeguards monitoring reports for the PCU, to be included in project progress reports submitted to the African Development Bank.
   4. Compile quarterly and annual reports on safeguards-related issues and deliver them to the Bank as part of the M&E report.
8. **Stakeholder Engagement and Consultation:**
   1. Lead the design and conduct of stakeholder consultations (affected and interested parties) on project activities and environmental and social safeguards issues.
   2. Oversee public consultation processes, restriction of access to and use of natural resources processes, grievance redress mechanisms, and implementation performance reporting.
9. **Integration and Supervision:**
   1. Closely follow up on the integration of safeguard assessment information and completion of safeguards self-screening checklists during the project development process.
   2. Supervise, provide assistance, and deliver capacity-building trainings to stakeholders to close knowledge/skill gaps and minimize the likelihood of risks to the Project.
   3. Oversee project activities and policies related to gender equity, inclusion of vulnerable groups, stakeholder engagement, and updating the biophysical baseline.
10. **Risk Management and Mitigation:**
    1. Assess potential environmental and social impacts of civil works planned under the Project, provide recommendations for adjusting designs to minimize negative impacts, and identify mitigation measures.
    2. Prepare reports on safeguard risks with appropriate actions to be taken for the Project and ensure timely actions are implemented
11. **Record Keeping and Documentation:**
    1. Keep systematic records of environmental and social supervision of subproject activities for easy retrieval of documents.
    2. Assist the PIU in preparing discussion papers and any other related documents on environmental and social safeguards.
12. **Focal Point and Additional Assignments:**
    1. Serve as the focal person for Environment and Social Safeguards, ensuring appropriate mitigation measures are in place throughout the full project cycle management.
    2. Handle additional assignments as directed by the Project Coordinator.
13. **Operations, Management and Implementation:**
    * 1. Identify challenges, opportunities, priorities and needs for the development and implementation of the projects safeguards plan and implementation at all levels.
      2. In collaboration with the Bank’s E&S safeguards department team, make sure that the terms and conditions set for The Project development in line with safeguard principles are adhered to.
      3. Supervise consultancy works, and review and assess products/services provided by consultants and experts counterparts and notify/advise Project Coordinator on quality, and recommend appropriate actions to be taken for improvement as per the safeguard’s principles and guidelines.
      4. Advice on administrative measures and actions required for ensuring the project activities’ uninterrupted compliance with requirements set regarding environmental and social safeguard measures prior to the validation and implementation.
      5. Check with contracts, memoranda of understanding and/or other necessary agreements required for the disbursement of funds for approved actions against the set standards for environment and social safeguards.
      6. Prepare quarterly and annual reports to be submitted to development partners and other stakeholders with a special view to capturing lessons learned and best practices for improving the performance of the project portfolio and maintaining safeguard standards.
14. **Capacity Building:**
    * 1. Provide support and direct technical assistance to sectors and regions to develop environment and social safeguard responsive climate smart strategies and plans.
      2. Provide technical support to sectors in monitoring, reporting and verification (MRV) and result based monitoring and evaluation.
      3. Carry out training sessions on integrating safeguard principles in project activities.
15. **Competencies**
16. **Communication and Outreach:**
    * + Good communication skill both in writing and oral including networking and interpersonal skills.
      + Proven ability to persuade and influence others to cooperate.
      + Engage on the development of different communication materials, outreach campaigns and activities to raise the Facility’s profile at the national and international levels.
17. **Partnership:**
    * + Build, coordinate and advise on strategic and programmatic partnership with federal and regional government authorities, bilateral and multilateral organizations stakeholders.
      + Facilitate the engagement of major stakeholders or groups in environment and sustainable development decision making, their access to and sharing of information for effective compliance with environmental and social safeguard measures in the context of intra and inter-generational equity.
18. **Professionalism:**
    * + Demonstrate professional competence and mastery of subject matter on the Project’s Vision, Strategy and national plans and strategies.
      + Knowledge and involvement in Multilateral Environmental Conventions negotiations and implementation.
      + Is conscientious and efficient in meeting commitments, observing deadlines and achieving results.
      + Speaks and writes clearly and effectively and demonstrates openness in sharing information and keeping people informed.
      + Willing to undertake other assignments as provided by the Project Coordinator.
19. **Leadership:**
    * + Proactive in developing strategies, various methods and approaches to accomplish objectives.
      + Establishes and maintains relationships with a broad range of people to understand needs and gain support.
      + Drives for change and improvements.
      + Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

* Judgment/Decision-making:
  + - Identifies the key issues in a complex situation.
    - Gathers relevant information before making a decision.
    - Considers positive and negative impacts of decisions prior to making them.
    - Proposes a course of action based on all available information.
    - Checks assumptions against facts.

1. **Required Skills and Experience**
   * + 1. **Education and competence:**

* Advanced university degree (Master's degree or equivalent) in Environmental Science, Resource/Environmental Economics, Natural Resources Management or relevant scientific discipline is required.
  + - Ability to work as a part of a team sharing information and coordinating efforts within the team
    - Ability to function effectively in a multi-cultural environment with senior government officials and equivalent contacts in international organizations, partner entities, etc
    - Ability to think strategically and conduct dialogue on environmental and social issues, rural development, and natural resources management.
      1. **Experience:**
    - A minimum of 10 years (6 years with master’s degree) of working experience in Environment and Social Safeguards, Natural Resource and Environmental management, policy development and implementation, active involvement in international environment and social safeguard application.
    - Track record of successfully working on environment and social safeguard, climate change and sustainable development agenda is preferable.
    - Proven experience and knowledge in Safeguard Principles, Development Effectiveness and Cooperation, Finance, gender equality and its related issues is an asset.
    - Demonstrate work experience with development Funding Institutions is a must.
    - Extensive knowledge of AfDB’s policies, procedures and practice is an asset, not a requirement.
    - Full computer literacy in internet searching and Office programs namely: Word processing, spread sheets and slide presentation.
    - Knowledge of the Project operation areas is advantageous.
    - Familiarity with the environmental and social safeguards policies and instruments of the Government of South Sudan and the African Development Bank.
    - Excellent writing skills in English.
      1. **Reporting**
* The selected candidate will formally report to the Coordinator of the PIU. He or she will provide progress reports as required on a regular basis on the duties as outlined above.

1. **DURATION OF THE ASSIGNMENT**

The Environmental and Social Safeguard (ESS) Expert shall be required to work in the Project Office (Juba) and travel on Missions as necessary. The duration of the assignment is two (2) years, with the possibility of extension and it is expected to commence in March 2025.

1. **RESTRICTIONS**

In addition to the standard conflict of interest restrictions specified in the consulting contract, all materials created under this Contract will remain the sole property of the Bank. Re-use of the materials will require formal, written approval from the Bank. The Environmental and Social Safeguard Expert shall have no material interest in any of the outputs of this assignment. On the commencement of the assignment, the Expert (Consultant) will sign a statement of confidentiality that will bind the Environmental Expert to nondisclosure of any sensitive information that the He/She may become knowledgeable of during the assignment.

1. **Remuneration**

To be negotiated in line with the African Development Bank procurement policy. The negotiated monthly remuneration will be lump sum including fees, accommodation and subsistence allowances. The candidate will be responsible for obtaining personal health insurance at his or her own cost with a medical cover including illness and injury incurred during the duration of the assignment. Disbursement of the fees will be based on the outlined deliverables in these Terms of Reference.

1. **Reporting**

The Environmental & Social Safeguard Expert will work under the supervision and guidance of the Project Coordinator of the Climate Resilient Sanitation and Institutional Support Project (CRISSIP).

1. **SELECTION CRITERIA:**

A shortlist of three to six candidates will be established at the end of the request of the expression of interest period. The consultants will be judged on the following criteria:

|  |  |
| --- | --- |
| Experience in providing Environmental and Social Safeguard support to development projects | **30%** |
| Academic background relevant to the mission | **20%** |
| Experience working with International Organizations, development banks, NGOs, development institutions on similar assignments | **30%** |
| Language proficiency (English) | **10%** |
| Experience in Africa | **10%** |
| **Total Score** | **100** |

1. **REMUNERATION**

To be negotiated in line with the African Development Bank procurement rules and procedures. **Disbursement of the fees will be based on the outlined deliverables in this Terms of Reference.**

1. Expressions of interest must be submitted or sent by email to the addresses mentioned below **no later than March 7th, 2025, at 03:00 PM (GMT +2)** and specifically mentioning: **“Expression of Interest for CRISSIP Environmental & Social Safeguard Expert (Consultant)” assignment.**

For the attention of:

Managing Director

South Sudan Urban Water Corporation

Behind Directorate of Nationality, Civil Registry, Passports & Immigration

Addis Ababa Road

P. O. Box 627 Juba, South Sudan

Tel: +211929190782

Email: [yarpaulkuol@gmail.com](mailto:yarpaulkuol@gmail.com)

Copy: [aleerleek1@gmail.com](mailto:aleerleek1@gmail.com); [simos2878@yahoo.com](mailto:simos2878@yahoo.com); [korkuek@gmail.com](mailto:korkuek@gmail.com)

**Qualified Women are strongly encouraged to apply**