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Approved by
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MINISTRY OF GENDER, CHILD AND SOCIAL WELFARE

TERMS OF REFERENCE

REQUEST FOR EXPRESSION OF INTEREST (REOI)

COUNTRY: Republic of South Sudan
NAME OF PROJECT: Women's Social and Economic Empowerment Project (SSWEEP)
PROJECT ID: P176900
Assignment Title: Environmental Specialist
Reference No.: RSS/MGCSW/J/5/12 CS-INDV

Place of assignment: Juba, South Sudan
Closing Date: 28th April, 2023

1. Background: The Government of South Sudan has received financing from The World Bank through the Ministry of Gender, Child and Social Welfare (MGCSW) toward the cost of Women's Social and Economic Empowerment Project.

The Ministry of Gender, Child and Social Welfare in partnership with the World Bank have agreed to contract the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN) to lead in the implementation of Components 1, 2, 3 and subcomponent 4a of the project.

A Project Management Unit (PMU) shall be established within the MGCSW for SSWEEP with the primary task of project management and overseeing the performance of UNWOMEN under the output agreement and other service providers, stakeholder outreach and communications, fiduciary and procurement management, Monitoring and Evaluation (M&E), community engagement, and risk management related to social and environmental safeguards, fiduciary oversight as well as maintaining infrastructure quality and standards.

The Ministry of Gender, Child and Social Welfare intends to apply part of the proceeds of the grant to fund the position of a Project Manager to provide technical guidance and support to the implementation of the Women's Social and Economic Empowerment Project (SSWEEP).





2. The Project Development Objective:

The Project Development Objective (PDO) is increase girls and women's access to livelihood, entrepreneurial and GBV services and to strengthen the government's capacity to provide these services.

3. Project Components:

The Project has four (4) components namely: (i) Community Empowerment Support to Women and Girls (ii) Women's Entrepreneurial Opportunity Facility (iii) Services for Survivors of GBV; and (iv) Institutional Strengthening and Project Management.

4. Objectives of the Assignment:

The objective of this assignment is to ensure that the implementation of sub-projects /activities is undertaken with full compliance of the projects' Environmental and Social Management Framework (ESMF) and also in conformity with South Sudan environmental policies and laws, and the World Bank (WB) environmental safeguards policies. Emphasis will be placed on risks during the implementation of the program activities and mitigation measures must be identified and managed accordingly.

5. Scope of Work:

The consultant will be based in the Projects Management Unit (PMU) to support the implementation of the program with the following areas of work:

- a. Undertake environmental monitoring and supervision of project activities, works, including development of monitoring checklists, compilation of periodic progress reports, to ensure compliance with relevant environmental requirements;
- b. Provide overall environmental management oversight during the implementation of the project with view to address variety of environmental issues emanating from the project activities implementation;
- c. Prepare and produce necessary documents, such as environmental guidelines, operational policies and relevant environmental tools in consultation with stakeholders in addition to carrying out any special studies/ assessment, if necessary.

6. Specific Terms of Reference:

- a. The Environmental Specialist will conduct the following tasks:
- b. Develop Terms of Reference (TORs) for Environmental Assessments, including but not limited to Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Environmental Audits, etc.;
- c. Supervise and undertake technical review of Environmental and Social Impact Assessments (ESIAs), Environmental Audits, and Environmental and Social





- Management Plans (ESMPs) by consultants, and Contractors, and follow-up on acquisition of any relevant Government and World Bank Approvals;
- d. Serve as a focal point person on environmental issues in the PMU;
 - e. Provide conceptual and operational leadership on the core project environmental, health and safety (EHS) development activities;
 - f. Provide guidance on implementation of project mitigation measures as per approved safeguards documents;
 - g. Provide feedback to the planning and procurement process for the project to ensure that (a) the Environmental, Health and Safety requirements are properly reflected and costed in contract documents, (b) environmental safeguards milestones are included in the contractor's certificates for payment, and (c) conditions of approval by the Ministry of Environment and Forestry and other statutory approvals are well considered and implemented accordingly;
 - h. Undertake capacity development of consultants, and contractors during project implementation with respect to planning and implementation of environmental safeguards, including conduct of project awareness, communication and sensitization activities;
 - i. Liaise with relevant authorities, Government agencies and ministries to ensure adequate implementation of all requirements in line with World Bank and South Sudan environmental safeguard policies and laws;
 - j. Undertake reporting and preparation of Environmental, Health and Safety incidents linked to the project, following the World Bank Environmental and Social Incidents Response Toolkit. Incidents classified as severe (e.g. fatalities and major environmental contamination) shall be reported to the Bank within 24 hours after notification of the incident;
 - k. Review and provide advice on contractors' TORs, proposals and plans for temporary works, camps site, equipment storage yards, quarries, *murrum* borrow pits, temporary access roads and communicate with vendors, contractors, and subcontractors to ensure necessary environmental compliance etc.;
 - l. Where necessary, ensure that relevant permits are obtained, including but not limited to Wetlands Use Permit, Forest Permits, Heavy Equipment Certification, Waste Handling Permits, etc.;
 - m. Support the IPs in developing training plans and providing training on environment issues



for relevant project stakeholders during the implementation of the program;

- n. Coordinate and participate in community engagement and feedback activities aimed at disseminating and sharing lessons learned from the implementation of the project;
- o. Ensure that all project activities are subjected to the project ESMF process and procedures;
- p. Participate in carrying out environmental screening of all projects activities and prepare activity specific Environmental Management Plans (EMPs);
- q. Review project activity plan, to ensure environmental factors and mitigation measures are duly incorporated;
- r. Evaluate environmental risks associated with floods, landslides, erosion, extraction of raw materials, brick making, bush burning, and recommend sound and appropriate environmental mitigation measures;
- s. Support the organization of local-level interaction programs on environmental screening and environmental awareness as well as national level consultations with major stakeholders if necessary;
- t. Evaluate the impact of new structures such as grain storage facilities, grain milling facilities, construction of new access feeder roads, etc. on aquatic environment and other environmental issues and develop environmental mitigation measures;
- u. Support the assessment of the baseline condition of project sites in all project areas and field locations;
- v. Produce an environmental report in a manner understood by non-technical people for effective dissemination purpose;
- w. Regularly follow up and monitor the implementation of subprojects to guarantee compliance with the ESMF;
- x. Participate in the review of all subproject proposals prepared under the projects to ensure that adverse environmental impacts identified during initial screening have mitigation measures incorporated into the design including ESMPs where necessary;
- y. Contribute to the revision, implementation and monitoring of environmental and social safeguards tools such as the Environment and Social Impact Assessment and Environment and Social Management Plans as necessary;
- z. Review and revise the existing key performance indicators in environmental Monitoring Matrix for monitoring ESMF implementation;
- {. Take part in the monitoring and auditing of the safeguards implementation in the sub projects as per the ESMF to ensure compliance with applicable safeguard policies;
- |. Identify ESMF best practices and success stories and organize knowledge sharing program amongst counties, contractors and other implementing partners;
- }. Perform any other duties as may be assigned by the Senior Management of MAFS.



7. Essential qualifications, Experience and Skills (selection criteria):

- a. Master's degree in Environmental Management, Biological Sciences including Forestry, Agriculture, Botany, Zoology, Natural Resource Management or any other related field from a recognized University;
- b. A minimum of 7 years general experience in environmental management of Livelihood related projects of which 5 years' practical working experience in training contractors, supervising the implementation of environment and social assessments and management plans, environmental risk assessments, E&S monitoring and reporting skills.
- c. Sound knowledge and application of the World Bank's Environmental and Social Standards, guidelines and procedures.
- d. Skills in stakeholder engagement and consultation, and community participation is desirable;
- e. Proven 'get-it-done' attitude, ability to solve problems independently, and work with limited supervision. Self-driven and proactive, focused on rapidly achieving results in advancing project implementation;
- f. Fluency in English and knowledge of Arabic and other South Sudan local dialects will be an added advantage;
- g. Knowledge and fluency in standard MS office applications (Word, Excel, Power point);
- h. Excellent communication skills: speaking, writing, and listening;
- i. Demonstrated interpersonal and negotiation skills including diplomacy and tact.
- j. She/he must have significant practical experience with the World Bank safeguard policies and/or IFC Performance Standards evidenced from similar work carried out in the past works;

8. Performance Indicators:

- a. Environment Management and Resettlement Action Plans reviewed/prepared and conform to the set standards;
- b. Number of risks appropriately identified/reviewed and mitigated;
- c. Number of TOR reviewed/prepared and conform to set standards;
- d. Number of project specific ESIA's reviewed/prepared;
- e. Number of Reviews of draft ESIA reports and adjustments made in line with environmental



- f. guidelines, regulations and legislation developed;
- g. Number of Reports reviewed/prepared by a given date and circulated to stakeholders
- h. Number of coordination meetings held with stakeholders to discuss environmental issues.

9. Expected Deliverables and/or Reporting:

In addition to the reports mentioned under “specific terms of reference” above, the Environmental Specialist in close supervision of the Project Manager is responsible for providing periodic environmental progress reports and any other reports.

On an output basis, the Environmental Specialist will be expected to submit:

- (i) a brief narrative/monthly report, outlining the work accomplished in delivering the specific monthly output;
- (ii) quarterly environmental reports;
- (iii) annual environmental reports and an outline of the work expected to be completed;
- (iv) Comments or recommendations relating to monitoring reports and progress or quality of the Environmental Management Plan activities. These will be aligned with the work plan.

10. Reporting:

The Environmental Specialist will directly report to the Project Manager.

11. Duty Station:

The duty station is Juba, South Sudan; however, the consultant may be required to travel to the project implementing areas frequently or on short notice.

12. Period of Assignment:

The assignment is for 24 months and may be extended upon satisfactory performance and availability of funds.

13. Inputs and Facilities Provided by the Client:

The client will provide office space with necessary furniture and other facilities such as printing facilities etc. to enable the consultant to perform day-to-day duties and responsibilities.

A signed Expressions of interest (EOI) and CV in the prescribed format with 3 reference persons must be sent to MGCSW by 28th April 2023 at 16 hours (Juba local time). The packages must be clearly marked as “Application for Environmental Specialist” and submitted to:

Director General
Ministry of Gender, Child and Social Welfare
Page 6 of 7



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