

## **TERMS OF REFERENCE AND SCOPE OF SERVICES FOR ENVIRONMENTAL SAFEGUARDS SPECIALIST (ESS), CEDP-AF**

### **1. Background**

The Government of Uganda received credit from the World Bank towards implementation of the Competitive and Enterprise Development Project (CEDP). The Project Development Objective (PDO) is to improve the competitiveness of enterprises in Uganda through supporting reforms in priority productive and service sectors geared towards a better investment climate with particular focus on MSMEs. Government is scaling up the existing operations through provision of Additional Financing (AF). The AF is intended to complete the implementation of the Land and Tourism components while consolidating and enhancing the achievements realized as well as scaling up activities under these components. CEDP-AF will be implemented by eight agencies. However, the overall coordination of the Project will lie with the Private Sector Foundation Uganda (PSFU) through a Project Coordination Unit (PCU).

The PSFU now invites suitably qualified individuals, with qualifications and experience as detailed below to apply for the position of **Environmental Safeguards Specialist** under the PCU. The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.

2. **Job Purpose:** The overall objective of the assignment is to ensure that various interventions implemented under CEDP-AF comply with environmental and social policies, laws and regulations governing both national/Country and IDA. Determining, to what extent the Environment and Social Safeguard Policies of Government of Uganda and the World Bank are followed during implementation of such activities as: construction of the infrastructure and implementation of income support enterprises; level of compliance with regard to the provisions in the National Environment Act, 2019 and the Occupational, safety and Health Act, 2006 and other cross cutting issues.

### **3. Key Result Areas:**

- (i) Development and implementation of systems and processes for environmental and social due diligence under CEDP and ensuring their adequacy and compliance at all levels;
- (ii) Reviewing and strengthening existing data and data bases on environment at agency levels aimed at ensuring their adequacy for efficient and effective reporting on implementation of the safeguards as spelled out in ESMF and RPF;

- (iii) Developing and reviewing the environment safeguards screening, reporting and other tools and forms to be used by CEDP.
- (iv) Ensuring the assessment of performance of agencies, enterprises and contractors on environmental safeguards compliance;
- (v) Preparation of input to the quarterly and annual Reports;
- (vi) Leading CEDP safeguards dialogue and strengthening PSFU knowledge and capacity to implement environmental and social safeguards. This will include training the relevant PSFU units and other implementers on mainstreaming environmental and social issues including safeguards in the development projects

#### **4. Duties and Responsibilities:**

- (i) Support the development , maintenance and operation of the Environment and Social Safeguards compliance monitoring system including reporting progress of implementation of Environment and Social Safeguards
- (ii) Provide technical guidance to Private Sector Foundation Uganda/CEDP and its implementing agencies and other stakeholders on ensuring aspects of Environment and Social Safeguards compliance measures are implemented and adhered to.
- (iii) Undertake stakeholder engagement and consultations on all sub-projects
- (iv) Support the collection, analysis and utilization of environment and social safeguards information at National and enterprise level
- (v) Coordinate and Support preparation of periodic project progress reports with adequate input on project performance on environment and social Safeguards
- (vi) Undertake periodic training and capacity building of key CEDP-AF implementers at National and enterprise levels on implementing environmental safeguards under the project, including orienting them on the application of the Environment and Social Safeguards management Framework (ESMF)

- (vii) Ensure adequate Environment and social safeguards records and documentation are kept (including photographs,) of works and sub projects and adequate documentation of stakeholders consultations and land affirmations
- (viii) Assist in developing ToR for the environment and social impact assessments, RAPs, environmental audits and management plans for specific CEDP sub projects.
- (ix) Supporting and leading in the development of respective ESIA's and RAPs as defined appropriate as spelled out in the project ESMF and RPF
- (x) Advice Management on strategies for strengthening implementation of Environment and Social Safeguards measures
- (xi) Generate specific out puts (deliverables) as determined form time to time in the respective projected work plans for each quarter
- (xii) Undertake environmental monitoring and supervision of project works, including development of monitoring checklists, compilation of progress reports to ensure compliance with the relevant environmental requirements.
- (xiii) Support mainstreaming of environmental safeguards requirements including compliance with OHS into the bidding documents and training.

## **5. Required Qualifications and Experience:**

### **5.1 Academic qualifications:**

Applicants should possess MSc in Environment and Natural Resources Management from a recognized institution.

### **5.2 Experience:**

- (i) Relevant and related experience in managing environmental and natural resources of over 8 (eight) years.
- (ii) Experience in dealing with social issues as well as Management of Land acquisition, Resettlements and Rehabilitation and as well preparations of Resettlement Action Plan or implementation relating to infrastructure construction programs and Gender Analysis are desirable.
- (iii) Broad understanding of National Environmental Laws, Policies, regulations and World Bank Environmental and Social Framework.
- (iv) Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental safeguards management is required including scoping screening, research, risk assessment, planning, project development and implementation, monitoring and reporting.

### **5.3 Other Required Skills and Competences:**

- (i) Ability to independently and effectively plan, organize, manage and evaluate important and complex projects for individual and team work
- (ii) Ability to make quick and good judgement
- (iii) Excellent communication skills (verbal and written)
- (iv) Excellent interpersonal skills, including diplomacy and tact
- (v) High level of honesty, integrity and versatility
- (vi) Should be able to work with minimum supervision and deliver under pressure

### **6. Deliverables:**

- (i) Implementable environmental safeguard instruments including ESIA's, RAPs and gender analytical reports prepared and implemented
- (ii) Environmental skills and knowledge analysis undertaken for CEDP-AF implementing partners and training undertaken
- (iii) Coordinated safeguards team initiated and sustained to discuss the safeguard issues across the CEDP-AF implementers and inform the necessary project reporting
- (iv) Environment Safeguards Monitoring data base developed and functional
- (v) Progress reports describing all activities undertaken periodically, monthly and quarterly basis.
- (vi) Annual Environment Safeguards Status Report showing overall performance of all components with regards to safeguards performance submitted to IDA
- (vii) Final Environment safeguards Status Report Produced and shared with various MDAs and the World Bank/IDA

### **7. Reporting:**

The ESS will report to the Project Coordinator-CEDP for overall supervision and day to day technical matters under the contract.

### **8. Duty Station:**

- (i) The ESS will be deployed on a full time basis and the duty station shall be the CEDP-PCU Office in Kampala with frequent travel upcountry.
- (ii) Out of pocket expenses towards work related travel will be reimbursed as per rules and regulations applicable to the staff of CEDP-PCU.

**9. Facilities To Be Provided By The Employer:**

The Employer shall provide office space, with connectivity to internet, printer and access to other office amenities during the term of his contract.

**10. Duration Of Services:**

The ESS will be appointed on a contractual basis for an initial period of 24 months, with a possibility of renewal based on performance, business need and budget availability.