

TERMS OF REFERENCE

ENVIRONMENTAL AND SOCIAL DEVELOPMENT SPECIALIST (Project Implementation Unit)

Plastic Free Rivers and Seas for South Asia Project

Background

Plastic waste that pollutes the land, flows into rivers and ends up in oceans, threatening development and has far-reaching economic, ecological, and health impacts. South Asia is the third-largest contributor to global plastic waste, and unless action is taken, the region's waste is estimated to double by 2050.

The Plastic Free Rivers and Seas for South Asia project, funded by the World Bank, will help coordinate action and facilitate the region's transition to a circular plastic economy by encouraging investments and greater collaboration between the public and private sectors and across the SAR region countries. Since many of South Asia's rivers and seas span across national boundaries, a regional approach is necessary to address plastic pollution that leaches into waterways and ends up into the ocean. The objective of the Project is to strengthen innovation and coordination of circular economy solutions to plastic pollution flowing into South Asian Seas.

SACEP is the responsible implementing agency for this project. SACEP is an inter-governmental organization established by Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka in 1982 to promote and support protection, management and enhancement of the environment in the region. In addition, SACEP serves as the secretariat of the South Asian Seas Programme (SASP), one of 18 such Regional Seas Programmes of the United Nations Environment Program. The regional project would strengthen SACEP to administer relevant project activities via the following insertional structure, which includes a Ministerial Level Governing Council (GC), Consultative Committee (CC), National Focal Points (NFPs), Subject Area Focal Points (SAFP), and a Colombo-based Secretariat.

The Project Implementation Unit (PIU) is being established by the SACEP Secretariat to assist the project implementation and be administratively housed within the Secretariat as a subsidiary organ, which it is able to establish according to its existing mandate. The PIU is responsible for all aspects of the day-to-day management of the project, including planning, budgeting, technical coordination, implementation supervision, M&E, and ensuring compliance with the World Bank environmental and social (E&S) standards following the Environmental and Social Framework (ESF). In addition, PIU has technical capabilities to advise the SACEP member states on national and regional planning and will hire (through the project) and second through partnership arrangements with member states and project partners [UNEP, UNDP,] the necessary skills required.

The PIU will be led by a Project Director and will include a team of specialized staff responsible for project management, financial management, procurement, environmental & Social safeguards, gender, monitoring and evaluation, communications as well as support staff. The PIU will also recruit specialized consultants necessary for specific technical assistance for overall implementation of activities. The PIU will liaise closely and also ensure overall coordination of all project entities to ensure necessary data and information are shared and collated for reporting to the Project Steering Committee and the World Bank.

Key Tasks

The Environmental and Social Development Specialist will report to the Project Director (PIU), under the Director General of SACEP and will be responsible for the overall management of environmental and social safeguards of the project (including the sub-projects in the regional countries) through the implementation of the project specific safeguards instruments. The safeguards instruments include), Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), and the Labor Management Procedures (LMP). For the remainder of the project implementation period, as stated in the Environment and Social Commitment Plan (ESCP), and the Project Operations Manual (PoM), the incumbent will be required to, regularly monitor and report on environment and social performance, ensure labor management issues are properly handled and the stakeholders are kept informed and engaged as outlined in the Stakeholder Engagement Plan (SEP) to minimize potential environment and social risks, in compliance with the World Bank regulations, for Bank funded projects.

A qualified and experienced Environmental and Social Development Specialist is sought for this position, whom will be selected on a competitive basis following the World Bank Consultancy Guidelines.

The Environmental and Social Development Specialist will be required to perform the following tasks:

- Provide overall policy and technical direction for safeguards management under the Project, as defined by the project Environment and Social Framework (ESF) instruments;
Co-ordinate closely with the designated Environmental and Social Officers in the Regional Block Grants (RBG) & Innovation Grants (IG) sub-projects in managing project implementation as per the project instruments;
- Provide necessary technical assistance to facilitate the implementation, management and monitoring of environmental and social safeguards;
- Provide training to project staff, RBG & IG recipients, project partners, etc. on environment & social aspects as needed;
- Support capacity building efforts aimed at project implementation, gender mainstreaming, environmental and social safeguards and stakeholder engagement;
- Ensure environmental and social due diligence is carried out for each RBG & IG sub-project, as outlined in the instruments;
- Closely coordinate with the PIU and RBG recipients for timely updates on Environment and Social Management Plans (ESMPs) for RBG/IGs sub-projects, as necessary
- Ensure consistency of safeguard documents with national environmental regulations;
- Assist in obtaining necessary clearances from local environmental regulatory authorities for RBG sub-projects, where applicable;
- Prepare terms of references to undertake Environmental and Social Assessments for complex and new activities and obtain necessary clearances from the World Bank;

- Review draft and final environmental and social assessments for quality and obtain necessary clearances as per the Environment and Social Framework (ESF) instruments;
- Follow-up with the grantees to ensure Environmental and Social Management Plans (ESMP)s are in compliance with the environmental and social safeguard requirements;
- Develop, organize and deliver environmental and social training programs and workshops for the RBG/IG recipients and contractors as needed, on safeguard requirements and their management;
- Prepare additional technical guidelines, if necessary, to support the Environment and Social Framework (ESF) instruments in order to strengthen the implementation of environmental and social safeguards;
- Ensure public complaints relating to RBG sub-project implementation and construction of SACEP Headquarters Building are addressed with corrective action and adequately documented;
- Report to the Project Director and the World Bank on the overall environmental and social performance of the project as part of PIU's periodic progress reporting;
- Maintain close cooperation with RBG recipients to monitor the operations and maintenance during the operation of the project;
- Hold regular review meetings with the safeguards officers of the RBG sub-projects and contractors and visit selected project sites to monitor implementation of the Environment and Social Framework (ESF) instruments;
- Prepare routine monitoring reports, in collaboration with the RBG recipients and contractors as set forth in the Environment and Social Framework (ESF) instruments;
- Liaise closely, where technical guidance is required, with the Environmental and Social Specialists of the World Bank task team;
- Promote community participation in the process of planning, management and monitoring of environmental/social impacts of RBG sub-projects; provide guidelines on community participation in environmental/social monitoring to the RBG recipients;
- Ensure participation of women, youth, waste pickers and other vulnerable groups in community consultations and other project related activities.

Final review of E&S compliance at the RBGs during their closure stage, and guiding the grantees in transitioning the ESMP into the appropriate E&S instruments to be applied during the operational stage

Providing technical inputs during marine litter consultation meetings aimed at gathering beneficiaries' feedback on the activities implemented under the PLEASE Project.

- Any other duties that may be assigned from time to time for the effective and efficient delivery of services within the Project Activities.

Required Qualifications, Expertise and Competencies

Eligible candidates should have the following minimum qualifications, experience, and competencies:

- a) At least Master's in Environmental Science and/or Management and Social Sciences, Natural Resource Management, Environmental Law or related discipline from a recognized University; Ph.D. from a recognized University, in any of the fields mentioned would be an asset;
- b) A minimum of five (5) years proven experience in environmental impact assessment process, environmental compliance, environmental policy, monitoring and management, preferably in the South Asia Region;
- c) Knowledge of and experience implementing international social safeguards policies/standards (e.g. GCF, World Bank, GEF, IFC or ADB) would be considered an advantage;
- d) Knowledge of the policies, legislation and procedures associated with environmental management and relevant experience in developing environmental policies;
- e) Demonstrated ability to work independently and within a multi-disciplinary team of experts involved in project/programme design;
- f) Proven ability to generate and sustain ongoing consultation and meaningful participatory processes with a wide cross section of stakeholders throughout the duration of the period of employment;
- g) Strong interpersonal and motivational skills and sensitivity to the local environment, as well as the ability to work with minimal supervision.
- h) High level of proficiency in written and spoken English and report writing.
- i) Computer literacy skills (MS Word, Excel, SPSS, and other statistical software & Power Point).

Contract Period

This is a full-time position. The service is initially for a period of nine months. The contract is renewable, subject to satisfactory performance, for the duration of the project. There will be an initial performance review by the Project Director and Director General of SACEP after six months. Thereafter, there will be an annual performance evaluation.

Salary

Appropriate compensation will be offered to the right candidate