Recruitment for the Position of an Environmental Safeguard Specialist for the Sierra Leone Integrated Resilient Urban Mobility Project.

1.0 Project Background

These Terms of Reference (ToRs) have been prepared for the recruitment of an Environmental Safeguards Specialist position to be stationed at the Project Implementation Unit (PIU) in Freetown. The Government of the Republic of Sierra Leone (GOSL) through the Ministry of Transport and Aviation (MoTA) intends to implement the Integrated and Resilient Urban Mobility Project (IRUMP) with an investment grant from the World Bank (WB). IRUMP focuses on improving urban accessibility, resilience and safety in pilot areas and enhances institutional and academic capacity to plan and manage urban transport in the city of Freetown.

The proposed IBRD/IDA/World Bank funded IRUMP will allow MOTA and their respective Agencies to achieve and expand outcomes in three key areas: (i) comprehensive improvement of transport services, (ii) comprehensive corridor improvements which will cover comprehensive traffic management measures including intersection improvements, coordinated traffic lights, improvement of sidewalks for pedestrian movement, drainage etc.; (iii) provision of institutional and academic capacity building and studies for MoTA staff and management and their agencies.

The overall IRUMP is to: (i) pilot short-term remedies in order to obtain immediate relief and demonstrate the value of good management of existing infrastructure, efficient implementation, and good coordination across multiple department and agencies within the government; (ii) build beneficiary institutions and specialized skills, develop appropriate policies and regulations, and identify arrangements to strengthen the delivery of public transport services and climate resilience.

2.0 Project Objectives, Components and Activities

2.1 Project Objective

The project development objective of the IRUMP is “to improve accessibility, resilience and road safety in selected areas of Western Region and enhance institutional and academic capacity in the transport sector.”

2.2 Components

The IRUMP has three main components:

Component 1: Enhancing Transport Services
This component will support the enhancement of transport services in three sub-sectors: (i) public transport services; (ii) mobility services to access education centers; and (iii) on-demand mobility services, to serve key sectors for social and economic development and economic diversification.

**Component 2: Comprehensive Corridor Improvements**

This component will use an integrated and comprehensive approach to improve safety mobility for pedestrians and vehicles, and overall management of the public rights of way in selected areas of Greater Freetown. The project investments would focus on: (a) improving pedestrian infrastructure; (b) improving road conditions and rehabilitating key road sections and drainage; (c) providing traffic management, signalization, parking, and intersection improvements; (d) providing a transport operator’s terminal; and (e) addressing the needs of street traders through off-street market areas. Depending on the credit amount, the project may also finance the rehabilitation of sections of urban roads which are currently unpaved or in extremely poor condition, such as Motor Road and/or King Harman Road.

**Component 3: Institutional Capacity Building and Studies**

The activities of this component may include: (a) strengthening the ministry’s and departments’ capacity to develop a long-term vision and regulatory framework to support effective management of the urban transport system; (b) diagnosing problems with public transport and developing a comprehensive strategy to improve bus services; (c) conducting a public relations/communication campaign to educate stakeholders, schoolchildren and the public about road-space management and road safety; (d) developing a road-safety database; and (e) supporting climate-resilient activities, for example by developing guidelines to incorporate climate and disaster resilience into road design by providing specific cost-effective requirements and good practices for slope stabilization in mountain areas of Freetown; and mapping tools for prioritization of urban transport projects using network analysis and giving consideration to climate-related risks.

### 2.3 Project Activities and Safeguards Instruments

It is expected that the implementation of the structural components of the project may extend moderate to adverse social and environmental impacts on the immediate natural and social environment of the project. Table 1 below describes the activities for which Environmental and Social Safeguards instruments have been prepared and disclosed.

**Table 1: Project Activities**

<table>
<thead>
<tr>
<th>Proposed Interventions</th>
<th>Description of Interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Integrated Corridor Management in 3 key corridors:</strong></td>
<td></td>
</tr>
<tr>
<td>- Lumley area (Juba road)</td>
<td></td>
</tr>
<tr>
<td>- Congo cross area (Wilkinson Road and Motor Main Road)</td>
<td></td>
</tr>
<tr>
<td>- Kissy area (Bai Bureh Road)</td>
<td></td>
</tr>
<tr>
<td>• Reconfiguration of main intersections to provide a traffic-signal controlled operation</td>
<td></td>
</tr>
<tr>
<td>• Improvement of road condition and drainage</td>
<td></td>
</tr>
<tr>
<td>• Implementation of new parking restrictions</td>
<td></td>
</tr>
<tr>
<td>• Implementation of street lightning along the corridors</td>
<td></td>
</tr>
<tr>
<td>• Improved pedestrian facilities in the corridors (disabled adapted), including sidewalks and safe pedestrian crossing facilities</td>
<td></td>
</tr>
<tr>
<td>• Provision of new public transport terminal at Lumley, offering facilities for different modes</td>
<td></td>
</tr>
<tr>
<td>• New traffic management measures</td>
<td></td>
</tr>
</tbody>
</table>
Establishment of transit terminal at Lumley Community (Kingston Upon Hull Way in Lumley area)

- Construction of transit terminal, with integrated design with Market.
- Construction of access roads to the terminal
- Construction of flood prevention infrastructure
- Construction of pedestrian facilities, disabled-adapted
- Road safety improvements

Construction of market at Lumley Community (Kingston Upon Hull Way in Lumley area)

- Construction of market, with segregated facilities for different product (refrigerated, other food, non-food products), with integrated design with transit terminal.
- Improvement/rehabilitation of access roads
- Construction of pedestrian facilities, disabled-adapted
- Road safety improvements
- Removal of informal dump site

The World Bank environmental and social safeguard policies applicable to the project are OP4.01 on Environmental Assessment, OP 4.11 on physical cultural resources and OP 4.12 on Involuntary Resettlement.

The client has prepared an Environmental and Social Management Framework (ESMF) which has been disclosed. The ESMF has been prepared in order to provide a framework for screening sub-projects as they are determined during implementation of project activities which are not known at project preparation. A chance find procedure has also been included as part of the ESMF in fulfilment of the requirements of OP 4.11.

The client has also prepared and disclosed an ESHIA and ESMP in accordance with the SL EPA requirements and OP4.01 to address impacts envisaged under component 2 which identified Kissy Ferry Terminal Intersection, Wilkinson to Regent Road Intersection, Lumley Regent road intersection/Juba axis, Lumley roundabout, Lumley transit transport terminal and market as areas where civil works will occur.

The civil works will also result in temporary and/or permanent displacement of residential and business structures in these locations. To mitigate these impacts, the client has prepared a Resettlement Action Plan (RAP) to mitigate resettlement impacts according to the requirement of OP 4.12.

3. Position Description

The PIU for Integrated and Resilient Urban Mobility Project (IRUMP) is recruiting an Environmental Safeguards Specialist who will provide support in meeting primarily the project’s Environmental safeguards agenda and promote the project’s environmental sustainability additionally supports the work of social safeguards whenever needed and manage the projects safeguards team. He / She will report directly to TSU / TIDU and will be expected to work closely with other safeguards specialists, and project team. The selected candidate will also be expected to work collaboratively and develop good relations with the World Bank safeguards team and liaise closely with other counterparts in undertaking his/her duties.

4. Duties and Responsibilities

The Environmental safeguards Specialist shall be directly responsible for the following:
• Oversight and quality assurance of the project portfolio. This will include guiding and supervising the work of contractors and technical specialists to ensure consistency and conformity to World Bank and GoSL Safeguards standards.

• Develop and monitor the implementation of internal tools for environmental safeguards management during the project cycle, and instruments for safeguards implementation. The internal tools will be designed to facilitate and systematize the internal management information during the project cycle; and the instruments will be designed in order to monitor and ensure implementation of the safeguards documents such as ESMP and ensure compliance with the Sierra Leone national law and the World Bank Bank’s safeguards polices.

• Undertake environmental due diligence for each sub-project as soon as conceptual technical design and scope have been defined, as outlined in the safeguards’ instruments.

• Provide professional input regarding environmental sustainability and safeguards issues into the planning, design and contracting of investments, including the preparation of tender documents;

• Advise and participate in project teams to assist in developing operational designs and mechanisms to assess safeguards opportunities, impacts, constraints and risks related to IRUMP operations; develop and evaluate proposed technical solutions and assist in the preparation of project documentation.

• Create interface between TSU / TIDU, MDAs and contractors’ safeguards specialists and enhance communication and interaction between the grassroots structures, the PIU ensuring sensitization of responsible groups at all levels;

• Handle complex technical, institutional and program implementation issues regarding safeguards and lead the related dialogue with implementing agencies.

• Manage safeguards team and other environment safeguards issues;

• Produce and disseminate good practices and lessons learned documented on safeguards from the two projects;

5. Qualifications

The Safeguard Specialist should have:

• Master degree or PhD in a relevant field (environmental sciences, environmental engineering, economics, development studies or related fields);

• At least five years’ relevant professional experience in dealing with safeguards issues.

• Experience in preparing and in successfully applying World Bank safeguards instruments such as ESMF, ESMP, ESIA etc is preferred.

• Experience in successfully applying World Bank safeguards instruments in the Bank’s supported projects is required.

• Good knowledge and understanding of occupational health and safety

• Experience working in West Africa or similar region, familiarity with urban communities in developing countries;

• Excellent verbal and written English language skills.

• Highly motivated team player with an eye for detail, understanding the bigger picture context of operations, and creative problem-solving abilities, who can help motivate and lead group efforts and effectively network across boundaries
6. **Duration of the Assignment:**
The assignment is for a period of 48 months with contract reviews and renewals every 12 months.

**Mode of Application**

All applications in writing should be accompanied by up-to-date Curriculum Vitae and supporting documents (Note: do not send originals) with the names and addresses of three referees, one of which should be the last or current employer and addressed to:

**The Head of Procurement**
Project Fiduciary Management Unit
Ministry of Finance
13a Howe Street Freetown
Freetown, Sierra Leone
Tel: +23276672186
or
By E-mail application as attachment (including all supporting documents)
to: irumobilityproject@gmail.com

Please indicate clearly on the envelop (in the case of hard copy application) or in the email subject heading and attachment (in the case of electronic applications) the post for which application is made.

**QUALIFIED WOMEN ARE STRONGLY ENCOURAGED TO APPLY.**

**Closing Date:**
The Closing Date and time for receipt of applications is **Friday 5th July, 2019 at 4:00pm GMT.**

**Only short-listed candidates will be contacted.**