



**GOVERNMENT OF SIERRA LEONE
PROJECT FIDUCIARY MANAGEMENT UNIT –PFMU**

**Consulting Services: HIRING OF A GENDER AND GENDER-BASED VIOLENT
SPECIALIST
SL-MoFED-RUSLP-CS-INDV-FDD-08**

Issue Date: 29th May 2020

REQUEST FOR EXPRESSIONS OF INTEREST

1. The Government of Sierra Leone has received funding from International Development Association IDA of the World Bank towards the cost of Resilient Urban Sierra Leone Project and intends to apply part of the proceeds of the funding for eligible payment under the contract for the Hiring of a Gender and Gender-Based Violent Specialist through the Project Fiduciary Management Unit.
2. The main objective of the assignment is to support Implementing Partner Agencies to design and implement environmental safeguards requirements under the project. S/he will also provide any other environmental risk management support. The Gender and GBV Specialist will ensure that gender issues are appropriately considered in all project activities as per the World Bank gender policy and national laws on gender and social inclusions. Further, he or she will set in place appropriate mechanisms to prevent and mitigate gender-based violence (GBV) and related risks. The Gender and GBV Specialist will liaise closely with the Environmental and Social Safeguards Specialists, Community Engagement and Communications Specialist and Project Manager in undertaking his/her duties.
3. The consultant will carry out the following activities:
 - Advise and work with the PMU, relevant MDAs, local councils, and contractors to mainstream gender and concerns of women and girls in relation to access and distribution of power within the project locations.
 - Develop framework and workplan for prevention and mitigation of GBV risks and impacts on RUSLP through abroad-based stakeholder consultation process.
 - Advise the incorporation of gender related aspects during prioritization of investments, design, bidding, implementation and operation and maintenance.
 - Lead the collection and tracking of gender disaggregated data for inclusion in the project results framework.
 - Capture and collate gender stories emerging from the project.
 - Lead on gender capacity building of all actors involved in the project.
 - Lead the preparation and implementation of the RUSLP gender strategy.
 - Support and supervise contractors to design and implement action plans to prevent and mitigate gender-based violence and sexual exploitations.

- Monitor and analyse compensation process to ensure that there are no gender inequalities in compensation payments for lost assets, disruption to business processes, and relocation of project affected persons (PAPs).
 - Generate performance indicators to monitor and assess outcome of initiatives considered to promote gender equality and social inclusion.
 - Coordinate with PMU to support regular field monitoring visits of project activities to ensure compliance with all applicable requirements of World Bank and national laws on gender and social inclusion.
 - Assist in the development and distribution of information, communication, and educational materials on gender for the purposes of promoting gender as it relates to the urban sector
 - Help develop and manage a GRM and GBV reporting protocol and facilitate implementation of redress mechanisms.
 - Conduct regular consultative and field meetings with Project Affected Persons (PAPs) to share information on the project, understand their concerns and facilitate access to redress mechanisms.
 - Contribute to the preparation of project progress reports on the implementation gender and social safeguard requirements of the project.
 - Provide technical advice to the PMU and relevant stakeholders on gender and social inclusion related issues;
 - Perform any other social safeguard duties assigned by the Project Coordinator.
4. The PFMU now invites eligible consultant to indicate their interest in providing the above mentioned package of service. Interested consultant must meet the following academic and related experience requirements:
- At least a Master’s degree in Social Sciences (Gender studies, Environment and Development Studies, anthropology, sociology, law, politics) or related field.
 - At least three (3) years of work experience relating to the promotion of gender equality, prevention of gender-based violence, promoting social inclusion and protection of vulnerable groups, facilitating land acquisitions, resettlement and leading on assessment and management of social risks and impacts.
 - Proven experience in formulating, assessing, and reviewing social safeguard compliance. Deeper knowledge of gender and social protection issues in Sierra Leone.
 - Experience in conducting stakeholder consultations and facilitating community level meetings.
 - Familiarity with Sierra Leone regulations and World Bank standards on social safeguard issues.
 - Understanding Sierra Leone’s Decentralisation process and workings of local councils
 - Proven track record of working effectively within multidisciplinary teams.

Desired Skills

- Active listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times
- Social perceptiveness — Being aware of others’ reactions and understanding why they react as they do
- Good communication/speaking — Talking to others to convey information effectively

- Coordination — Adjusting actions in relation to others’ actions
- Reading comprehension — Understanding written sentences and paragraphs in work related documents
- Service Orientation — Actively looking for ways to help people
- Computer literate with excellent skills in Word, Excel, and Power Point.
- Excellent verbal and written skills in English language.
- Writing — communicating effectively in writing as appropriate for the needs of the audience
- Willingness and ability to regularly travel frequently if necessary.

5. The assignment is estimated to be for a 3 years period inclusive of a 6-month probation period, renewable until the closing date of the project **12 month** from the date of commencement with the possibility of an extension subject to satisfactory performance.

6. This REoI will lead to the preparation of Short list of Consultants

The attention of interested consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016 Revised November 2017 and August 2018 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest. The Consultant will be selected in accordance with Individual Consultant (IC) method set out in the Consultant Guidelines.

7. Interested consultants may obtain **THE DETAILED TOR** via email request or any further information at the address below during office hours from 1000 to 1700 hours Monday to Friday.

Project Fiduciary Management Unit -PFMU
 Ministry of Finance - 13^A Howe Street
 Africanus House (Former World Bank Country Office)
 Freetown, Sierra Leone

Attn: The Secretariat, PFMU
Tel: +232 76-672-186
E-mail: resilienturbanslp2019@gmail.com

8. Expressions of interest must be delivered in sealed envelope accompanied by up-to-date Curriculum Vitae and supporting documents (*Note: do not send originals*) to:

**The Secretariat,
 Projects Fiduciary Management Unit- First Floor
 Ministry of Finance -13 Howe Street
 Africanus House
 Freetown, Sierra Leone**

Or

By E-mail as attachment (including all supporting documents)
 to: **resilienturbanslp2019@gmail.com** Cc: **pfm2018@gmail.com**

Please indicate clearly on the envelope (in the case of hard copy submission) or in the email subject heading and attachment (in the case of electronic submission) the **FULL TITLE** of the assignment for which expression is being made by 1200 hours GMT **on or before 12th June, 2020.**