

Tel: (+232-76-672-186)

Email: pfmu2018@gmail.com



**GOVERNMENT OF SIERRA LEONE
MINISTRY OF FINANCE**

Project Fiduciary
Management Unit
Ministry of Finance
13 Howe Street
Freetown
Sierra Leone

**RECRUITMENT FOR THE POSITION OF
ENVIRONMENTAL AND SOCIAL SAFEGUARDS
SPECIALIST**

ISSUE DATE 20th July, 2020.

**SIERRA LEONE ECONOMIC DIVERSIFICATION PROJECT
LOAN NO. P164212**

Reference No. PFMU/SLEDP/ESSS/07/20

Sierra Leone has an advantageous geography and abundant mineral and blue resources, the country however exhibits high economic, political and environmental vulnerabilities. It is roughly equidistant from Europe and North America and hosts the third largest iron ore deposit and fifth largest rutile deposit in the World. The country is within one of the world's most productive marine ecosystems with among the most abundant fish resources globally and hosts the deepest natural harbor in Africa. Sierra Leone also has the second highest level of rainfall in Africa as well as fertile agricultural land and abundant tourism resources. In spite of these resources, the country's per capita gross domestic product (GDP) in 2017 was almost the same as it was in 1970. The recent and ongoing COVID-19 pandemic and the fall in commodity prices has exposed once again the country's economic vulnerability, specifically its over-reliance on mining exports.

Sierra Leone's economy is also highly vulnerable to climate change and natural disasters, especially flash floods and landslides. Rising sea levels and coastal erosion, in addition to sanitation challenges (waste management and sea water contamination) are affecting communities and impacting agricultural production, fisheries and tourism infrastructure. Deforestation and sand mining contribute to augment the impact of climate-change effects, increasing the risk of landslides, exacerbating coastal erosion and potentially jeopardizing important tourism natural assets in the country.

The Government of Sierra Leone, through the Ministry of Finance is preparing the Sierra Leone Economic Diversification Project (SLEDP) which aims to facilitate investment, SME growth, and entrepreneurship in non-mining productive sectors in Sierra Leone particularly the tourism sector. The environmental and social risks associated with the Project are minimal, site specific and can easily be managed with the mitigation measures adopted by the project. The nature and scope of the funding to be provided by the project is expected to strengthen the business enabling environment, build institutional capacity, facilitate strategic public investments, increase access to finance, and provide business development services such as facilitating start-ups and expanding of SMEs.

The Project has three components:

Component 1: Improving the Business Environment and Building Public Capacity

The objective of this component is to support policy reforms that will facilitate business entry and operation, including registration of all types of business, and obtaining all types of licenses, permits and approvals needed for a business to operate in Sierra Leone. The component will address access to finance and financial inclusion for SMEs, and constraints to transferring property (land) and obtaining construction permits. It will also include the development of communication campaigns specific to the needs to target communities including women and people with disabilities. It will also include activities to increase public sector capacity in the ministries and agencies driving the economic diversification agenda in Sierra Leone.

Component 2: SMEs and Entrepreneurship

The objective of this component is to facilitate SME growth and stimulate entrepreneurship in high-growth productive sectors by addressing critical firm-level and sector-level constraints. Current challenges to SME growth in Sierra Leone include (i) low access to information (ii) poor last mile infrastructure (ii) limited access to finance, (iii) weak capacity to scale businesses. Specific activities in this component to address these challenges include: public goods investment, SME and start-up acceleration, and early-stage financing.

Component 3: Project Management and Monitoring

Component three will provide the necessary technical, advisory, and financial support for the adequate implementation, management, and coordination of project activities. This component will also include activities to ensure that monitoring and evaluation systems for project and sector-wide analysis are upgraded and sustained. Finally, it will include the monitoring of safeguards issues related to project implementation, and a robust citizen engagement and communications program for project and social inclusiveness.

Project Beneficiaries

The primary beneficiaries of this Project are Sierra Leonean growth-oriented SMEs, entrepreneurs, destination communities, organizations, and investors, in addition to line agencies and entrepreneurship institutions whose capacity to execute their sub-programs will be strengthened. The project will put a focus on women-owned and operated businesses and look to encourage female entrepreneurship. The tourism sector will be one of the priority sectors for the project and it is expected that a significant amount of public sector investments will be required to improve the competitiveness of the sector and reduce the risk for investments from the private sector.

2. OBJECTIVE

The Project is looking to recruit a an Environmental and Social Safeguards Specialist to ensure that the Project complies to national and World Bank environmental and social safeguards standards and procedures and ensure an inclusive project implementation.

3. SCOPE OF WORK

The Environmental and Social Safeguards Specialist will have the responsibility to design and implement the project's environmental and social safeguards requirements. The specialist will also provide any other environmental and social risk management support and ensure that the project complies with the necessary requirements of the Government of Sierra Leone and the World Bank safeguards policies. The specialist will also support

project team members on ensuring environmental and social aspects are addressed in the project, and promote the resilience and sustainability of the project.

DUTIES AND RESPONSIBILITIES

Under the supervision of the Project Coordinator, the Safeguards Specialist will undertake the following activities:

Safeguard Preparation, Development and Implementation

- Assess the SLEDP project and identify potential environmental and social risks and plan and implement impact mitigation measures.
- Review the current Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF) and develop corresponding risk log, mitigation/ management plans as necessary
- Monitor progress in the implementation of the Projects activities ensuring that national and World Bank safeguards policies are fully complied with and the reporting requirements are fulfilled including those prepared by external consultants
- Ensure the Project's environmental and social risks are identified, avoided, mitigated and managed throughout project implementation
- Prepare environmental and social safeguards guidelines, Standard Operating Procedures (SOPs), tools, and notes for project implementers
- Evaluate environmental and social risks that may emerge or can triggered by project activities and provide recommendations on mitigation strategies including undertaking environmental and social due diligence prior to commencement of works.
- Monitor and provide ongoing technical advice and guidance to the Project Coordinating Unit (PCU) and implementing partners and consultants to ensure implementation of the Project's safeguard plans in a satisfactory manner, consistent with national and World Bank environmental standards
- Oversee and coordinate implementation of all the Project's safeguard related activities
- Ensure full disclosure with concerned stakeholders
- Work with the PCU staff to ensure reporting, monitoring and evaluation fully address the safeguard issues of the project; providing a well-documented, evidence-based compliance reports to be incorporated into the project annual reports
- Ensure social and environmental grievances are managed effectively and transparently through the grievance redress mechanisms
- Review Project, activity plan, and project designs and participate in bid opening to ensure safeguard considerations including universal accessible design measures are incorporated in all civil works.
- Identify stakeholders and appropriate processes and engagement strategies to achieve successful implementation of social and environmental safeguards
- Ensure alternative measures to include Persons with disabilities and vulnerable groups in project stakeholder engagement and other key decisions of the project.
- Preparation of safeguard plans in consultation with relevant stakeholders which must contain implementation steps, engagement processes, estimation of budget and resources needed, timeline, and result indicators
- Identification of alternative options as well as stakeholders to be engaged to implement safeguard plans if necessary

- Conduct field supervisions during implementation of the Project and provide feedback to PCU
- Ensure adequate environmental and social safeguards records and documentation are kept, with adequate documentation of stakeholder consultations
- Periodically review and assess social safeguard implementation to ensure that project operations are carried out in accordance with sound environmental and social management practices and legal agreement, including consultation and reporting requirements.

Gender/ Sexual Exploitation and Abuse and Harassment Risk Mitigation:

- Advise the incorporation of gender related aspects during prioritization of investments, design, bidding, implementation and operation and maintenance.
- Support and supervise contractors to design and implement action plans to prevent and mitigate the risk of Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH)
- Ensure all contracts for contractors include a solid code of conduct for contractors and workers on Sexual Exploitation and Abuse and Sexual Harassment in Contractor Environmental and Social Management Plans (C-ESMPs).
- Facilitate gender and GBV capacity building of all actors involved in the project in partnership with other relevant ministries, Development Partners and CSO/NGO groups.
- Assist in the development and distribution of information, communication, and educational materials on gender and GBV risk mitigation during project implementation

4. REQUIRED QUALIFICATION

- An advanced degree in Environmental Management/Sciences, Environmental/Civil Engineering, Natural Resources Management, Environmental Economics, or other relevant field; strong preference will be for candidates who also possess good technical training on Environmental and Social Impact Assessment
- At least 7 years of experience in Environmental and Social Safeguards compliance and monitoring
- At least 5 years of direct relevant experience in environmental and social safeguards issues in Sierra Leone is desired
- Knowledge and experience in the SL EPA environmental assessment regulations and guidelines desired
- Knowledge and experience of World Bank procedures, especially Environmental and Social Safeguard policies and Environmental Assessments

5. DURATION OF THE ASSIGNMENT

The assignment is for a period of seven months with contract reviews and renewals every 12 months after the first seven months. The recruitment will be on an individual consultancy basis. The success of the Safeguards Specialist will be judged by the delivery of the required outputs and abiding by the agreed implementation timetable for the project components and sub projects.

The Project Fiduciary Management Unit of Ministry of Finance now request eligible individuals to indicate their interest in providing the services. The individual should provide information demonstrating having the required relevant experience and qualifications to

perform the services. The evaluation shall be based on the relevant qualifications and experience of the individual.

The attention of interested individual 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 Bank requires that firms involved in Bank IPF procurement shall not have a conflict of interest). The individual will be selected in accordance with the Approved Selection Methods for Individual Consultants method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours.

Project Fiduciary Management Unit
13a Howe Street Freetown
9:00am to 5:00pm Monday -Friday

Mode of Application

All applications in writing should be sent via email and 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

Project Fiduciary Management Unit
Ministry of Finance
Attn: Procurement Officer
13a Howe Street Freetown
+232 Freetown, Sierra Leone
Tel: +23278235061
E-mail: sleconomicdiversification@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.

Closing Date:

The Closing Date and time for receipt of applications is Friday 31st July, 2020 at 4:00pm GMT.

Only short-listed candidates will be contacted