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

**DATE OF ISSUE: 22<sup>nd</sup> October, 2020**

**SIERRA LEONE ECONOMIC DIVERSIFICATION PROJECT  
RECRUITMENT OF AN ENVIRONMENTAL SAFEGUARDS SPECIALIST FOR THE SIERRA  
LEONE ECONOMIC DIVERSIFICATION PROJECT**

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

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 is expected to have moderate environmental or social impact that could adversely affect the achievement of its objectives. Potential environmental risks include events such as flooding, landslides as well as slower changes due to sea-level rise. The Project may have some slight adverse environmental and social impacts on environmentally or socially sensitive areas such as the coastline and national park and may also have moderate adverse risks for gender, vulnerable groups, poverty and/or equity.

## **2. PROJECT DESCRIPTION**

The Sierra Leone Economic Diversification Project (SLEDP) aims to facilitate investment, SME growth, and entrepreneurship in non-mining productive sectors in Sierra Leone. The Project

Development Objective (PDO) is to increase investment and growth of small and medium enterprises in non-mining productive sectors. The project will do so by strengthening the business enabling environment, facilitating strategic public investments to improve competitiveness and investments, supporting SMEs and entrepreneurs, and building capacity of public institutions and private sector operators.

The Project consists of three components: (1) Business Environment and Capacity Building (2) SMEs and Entrepreneurship, and (3) Project Management and Evaluation.

### **3. PROJECT INSTITUTIONAL ARRANGEMENTS**

The Project will be implemented through a Project Coordinating Unit (PCU) under the Ministry of Finance in order to provide the necessary technical, advisory and financial support for the adequate implementation, management and coordination of the Project; ensure that M&E systems for project and sector-wide analysis systems are upgraded and sustained; and implement a robust citizen engagement and communications program for project and sector inclusiveness.

### **4. OBJECTIVE**

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

### **5. SCOPE OF WORK**

The Environmental 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 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 aspects are addressed in the project, and promote the resilience and sustainability of the project.

### **6. DUTIES AND RESPONSIBILITIES**

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

#### **Safeguard Preparation, Development and Implementation**

The Environmental Safeguards Specialist will be a full-time professional and will ensure general oversight over environmental safeguards instruments prepared during the project. The Environmental Safeguards Specialists' responsibilities will include:

- Assess the SLEDP and identify potential environmental 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;
- Work with, advise, and supervise project consultants to undertake Environment and Social Impact Assessments (ESIA) studies, and design Social and Environmental Management Plans (ESMPs) as required to manage and reduce project-related environmental risks;
- Develop and implement systems and processes for environmental safeguards due diligence under the project and ensure their adequacy and compliance at all levels;
- Provide technical guidance to implementing agencies of sub-projects and monitor the implementation of ESMPs and ESIA's, making sure that implementation is satisfactory and

consistent with the relevant environmental assessment (EA) laws of Sierra Leone and the World Bank safeguards policies;

- 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 risks are identified, avoided, mitigated and managed throughout project implementation
- Prepare environmental guidelines, Standard Operating Procedures (SOPs), tools, and notes for project implementers
- Evaluate environmental risks that may emerge or can be triggered by the Project activities and provide recommendations on mitigation strategies including undertaking environmental due diligence prior to commencement of works.
- Monitor and provide ongoing technical advice and guidance to the Project Coordination 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 safeguards 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 environmental grievances are managed effectively and transparently through the grievance redress mechanisms
- Review the Project activity plan, 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 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 safeguards records and documentation are kept, with adequate documentation of stakeholder consultations
- Periodically review and assess safeguards implementation to ensure that project operations are carried out in accordance with sound environmental management practices and legal agreement, including consultation and reporting requirements.

## **7. 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

## **Experience**

- At least 5 years of experience in Environmental Safeguards compliance and monitoring, of which a minimum of 3 years is of direct relevance in environmental 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 Safeguard policies and Environmental Assessments;
- Familiarity of the project area will be an added advantage;
- The candidate must be computer literate, with high proficiency in Computer software operations (Microsoft Word, Excel, Power-Point and data-base management etc.);
- Strong communications and presentation skills with an advanced proficiency to speak and write in English is required;
- Strong aptitude and proven record of working with teams that include support staff, professional staff, and development partners;
- A record of prioritizing and managing time to deliver high priority and top-quality products. This ability must be coupled with a tolerance of and capability to manage significant uncertainties in the work program and to undertake a range of tasks simultaneously;
- Strong interpersonal and diplomatic skills with capacity to interact effectively with a range of stakeholders;
- Ability to work independently with minimal supervision;
- Willing to conduct field visits as required throughout the project life-cycle.

## **Professional Competencies**

- Ability to read and write excellent English and produce project reports in English for regular and continuous presentations to World Bank staff.
- Ability to guide and deliver the range of environmental safeguards management activities required by the project.
- Ability to interact with staff in the relevant implementing agencies.
- Effectiveness in analysing and resolving project implementation issues.
- Familiarity with the relevant Government procedures and regulations.
- High level of computer literacy, including Word, Excel, email and the internet.
- Strong communication skills and good interpersonal relations

## **8. 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.

## **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

Tel: +23276672186

**or**

By E-mail application as attachment (including all supporting documents)

to: **seconomicdiversification@gmail.com**

Please indicate clearly on the envelope (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 5<sup>th</sup> November, 2020.

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