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**GOVERNMENT OF SIERRA LEONE  
PROJECT FIDUCIARY MANAGEMENT UNIT –PFMU  
MINISTRY OF FINANCE  
DATE OF ISSUE: 3<sup>rd</sup> November, 2020  
SIERRA LEONE ECONOMIC DIVERSIFICATION PROJECT  
RECRUITMENT OF A SOCIAL SAFEGUARDS SPECIALIST**

The Government of Sierra Leone and the World Bank will be implementing the Sierra Leone Economic Diversification Project (SLEDP) which 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 objective of the project is consistent with Policy Cluster 2 ‘Diversifying the Economy and Promoting Growth’ of the Medium-Term National Development Plan (2019 -2023) which seeks to diversify the economy through promoting productivity, value addition and competitiveness of key growth sectors such as agriculture, fisheries and tourism. These objectives are consistent with the strategic objective of the Government to prioritize private sector-led growth as a key means of job creation, poverty reduction and economic diversification. As such, this project is a key part of the World Bank’s support to the GoSL to meet its strategic objectives of economic diversification, improve the competitiveness of alternative growth sectors, and create more and better jobs.

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.

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.

Social impacts resulting from project activities are expected to be positive, however for any potential negative social impacts, mitigation measures will be proposed and implemented. Positive social impacts expected include: enhanced economic growth and improved livelihoods for Small Medium Enterprises particularly those in the tourism communities.

## **2. OBJECTIVE AND SCOPE OF WORK**

The SLEDP is looking to recruit a Social Safeguards Specialist. The role of this Specialist is to promote the social sustainability of the SLEDP project and to ensure that no adverse social impacts are caused by the project.

## **3. DUTIES AND RESPONSIBILITIES**

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

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

- Review the Project safeguards instruments – e.g. Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF) – to ensure all safeguards issues are accurately addressed, and provide expert guidance to the Project Coordination Unit
- Collect data on project social impact and keep records of social supervision of project activities
- Develop corresponding risk log, mitigation/ management plans for the Project
- Ensure that Project activities are carried out in line with National safeguards legislations and policies and the World Bank safeguards policies and safeguards instruments prepared for the project, more specifically enforce social safeguards measures as stipulated in the RPF and ESMF
- Prepare regular safeguards monitoring reports for the PCU, including preparation of the social safeguards, gender sensitivity, labor-related issues, and beneficiary engagement
- Coordinate community interactions and activities with the Project Affected Persons (PAPs) and other stakeholders (where applicable)
- Conduct and facilitate outreach programs to educate affected persons on the social benefits of the project
- Pay full attention to opportunities to enhance the social impact of the project and to reduce and mitigate against its potential social risks
- Prepare training materials and carry out technical trainings on social safeguards with stakeholders
- Serve in the panel evaluating bids on environmental and social works and consultancies; assess potential social impacts of civil works planned under the Project, provide recommendations for adjusting designs for decreasing negative impacts to the extent possible, and identify measures for mitigating negative social impacts
- Brief contractors engaged under the Project on the applicable safeguards policies and their requirements
- Oversee compliance by all project contractors with good social practices adopted by the Project (including stakeholder consultation, beneficiary feedback, gender sensitivity, etc.), and ensure that social risks that relate to child protection, and labor and working conditions for workers are properly managed; carry out supervision and/or inspections of sites where works are taking place to verify the compliance levels

- Be responsible for the Project-related Grievance Redress Mechanism (GRM), both during its establishment and implementation and oversee the grievance redress mechanisms to ensure any issues are resolved in a timely manner
- Draft reports on safeguards and social development matters, and other relevant project documentation in line with project reporting requirements
- Other relevant duties as requested by the Project Coordinator

**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 Social Sciences, Sociology, Social Work or other relevant social discipline
- At least 5 years of relevant experience in similar assignments
- Experience with social safeguards issues in development projects, including gender sensitivity, involuntary resettlement, community inclusion and community development, stakeholder consultation, citizen engagement and grievance redress
- Must have knowledge of Sierra Leone’s social legislations and policies
- Knowledge and/or familiarity with the World Bank Social Safeguards Policies, including OP/BP 4.01 Environmental Assessment and OP/BP 4.12 on Involuntary Resettlement.
- Experience in World Bank funded projects as a Social Safeguards Specialist will be an added advantage
- Excellent technical competence and professional skills for timely implementation, coordination and management of activities

**4. REPORTING ARRANGEMENT**

The Social Safeguards Specialist will work within the Project Implementation Unit and report to the Project Coordinator.

**5. ASSIGNMENT DURATION AND RENUMERATION**

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 per Government of Sierra Leone procedures. The success of the Social 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: **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 **17<sup>th</sup> November, 2020.**

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