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Project Fiduciary Management Unit
Ministry of Finance
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GOVERNMENT OF SIERRA LEONE

Recruitment for the Position of Environmental and Social Safeguard Specialist (ESSS) for the Sierra Leone Harmonizing and Improving Statistics in West Africa Project (HISWAP)

Background

The Government of Sierra Leone has received a grant of \$30m from the World Bank towards the cost of the Harmonizing and Improving Statistics in West Africa Project (HISWAP). The regional project will start with seven countries (Burkina Faso, Cape Verde, Cote d'Ivoire, Ghana, Liberia, Sierra Leone and Togo), but is expected to be scaled-up as many more have expressed interest to join in the future. The Project Development Objective (PDO) is to strengthen the statistical systems of participating countries and regional bodies in Africa to harmonize, produce, disseminate and enhance the use of core economic and social statistics. The PDO will be achieved through the following three components:

Component 1: Regional Component: Harmonization, Data Collection, Quality Improvement, Dissemination and Use of Core Social and Economic Statistics:

This component will finance activities designed to support; (a) the production of harmonized methodologies; (b) the production of key economic and social statistics, including national accounts and price statistics; (c) the improvement of targeted administrative statistics; (d) training on methodological improvements and building human capacity and supplementary data collection to improve the quality and timeliness of core statistics produced by NSOs; (e) data dissemination and use; and (f) institutional reforms.

Component 2: Country-Specific Component: Improving or modernizing physical and statistical infrastructure

This component identifies activities that are specific to the seven participating countries. While this will be a regional project, each country engagement will have a TTL, in addition to the regional level co-TTLs, who will work in close coordination during project preparation and implementation. The activities in this component have been designed looking at the constraints and needs facing each NSO, and what interventions – in physical, technological and statistical

infrastructure, in human capacity, or in the legal or regulatory frameworks – will be necessary for the NSO to successfully undertake the program of activities outlined in component 1, and;

Component 3: Project Management and Monitoring and Evaluation (M&E) (US\$ 16 million equivalent)

This component seeks to strengthen and develop the NSOs institutional capacity in project management, coordination, monitoring and evaluation (M&E), including preparation of all project documentation. NSOs will be the main implementing agencies (IA) of the project in each country and will be responsible for its technical management and coordination. The project management team (PMT) in each country will coordinate project activities; manage reporting and auditing activities; and ensure compliance with fiduciary policies and procedures.

Statistics Sierra Leone is the technical implementing agency for the project while the Ministry of Finance is providing fiduciary management under the PFMU, which is coordinating day-to-day activities as well as reporting and auditing responsibilities. In this regard, the implementing agencies seek to recruit an Environmental and Social Safeguards Specialist as part of the Project Implementation Team, ensure the project compliance with the World Bank's safeguards policies and relevant Government of Sierra Leone policies and laws as well as ensuring social and gender inclusion in all project activities.

Project Safeguards Issues

(1) Rehabilitation, Remodelling and Expansion of the Head Office Building of Statistics Sierra Leone: One of the main activities to be carried out under the second component of the project is the rehabilitation, remodelling and expansion of the head office building of Statistics Sierra Leone. An Environmental and Social Management Plan (ESMP) for this activity has already been developed, which has identified various potential adverse environmental and social consequences of this activity. This plan identified specific environmental concerns relating to the removal, transportation and disposal of the asbestos roof of the existing building, as well as social and environmental concerns common to many construction projects such as work safety and labor rights issues, potential for increased GBV, disposal of construction waste, and temporary pollution and disruption in the neighbourhood of the building site.

(2) Other Safeguards Issues

Other project activities will focus mainly on data collection activities, which will present various safeguards issues in all stages of implementation to ensure gender, disability and broader social inclusion. Different safeguards issues will be applicable in the design of questionnaires, public sensitization, recruitment and deployment of field staff, and analysis, presentation and public dissemination of results.

Scope of Services

The Safeguards Specialist will lead the implementation and monitoring of environmental and social safeguards to ensure the project compliance with the World Bank's safeguards policies and relevant Government of Sierra Leone policies and laws. The ESS Specialist will also focus on ensuring gender and social inclusion in the project activities. The Specialist should be conversant with the SL Environmental Regulation and Procedures and the World Bank's safeguards policies and their application for civil works. The Specialist level of understanding should be adequate to facilitate E&S training, citizens' engagement, gender and disability inclusion under the project.

Duties and Responsibilities

Specifically, the Specialist's responsibility shall include but not limited to the following:

General

- Ensure/facilitate gender, disability, and social inclusion in the project.
- Ensure that the client understands the applicable safeguard policies, guidelines and project-specific requirements, and has the necessary commitment and capacity to manage social and environmental impacts and/or risks adequately and supported by mechanisms that facilitate implementation.
- Manage and conduct environmental and social safeguards due diligence and ensure that the right instruments are prepared, and necessary clearances obtained from the Bank;
- Supervise project E&S instrument preparation and ensure implementation of E&S mitigation measures.
- Prepare internal E&S plan for preparation, review, implementation, monitoring and reporting of various safeguards activities and develop Safeguards reporting template to facilitate E&S reporting.
- Facilitate the disclosure of safeguards instruments throughout project implementation;
- Facilitate the establishment and implementation of the project's Grievance Redress Mechanisms, and monitor the status of resolution of grievances, maintain documentation, and report the progress through monitoring reports
- Coordinate World Bank E&S Specialist visits to field to review safeguards compliance when required;
- Build internal and external clients capacity on Environmental and Social Management Plan (ESMP) which has already been prepared by a consultant.
- Oversee the implementation of the ESMP and related topics as well as designing and piloting effective information gathering and sharing schemes.
- Increase citizens' access to project information and services and ensure effective Citizen Engagement approach is established to seek feedback from users/beneficiaries throughout implementation
- Ensure periodic reporting on safeguards due diligence in project Quarterly, Biannual, and Annual reports.
- Report on and disseminate good practices and generated knowledge.

- Any other duties as assigned by the Project Coordinator

Building-Project Specific

- Provide technical expertise on key issues related to environmental and social impact assessment and on sustainability risks in the design, preparation, implementation and supervision of rehabilitation of physical infrastructure project taking into consideration best industry practices and standards;
- Screen to identify key potential social and environmental risks and impacts of the building project and ensure that their magnitude and significance are well understood;
- Design safeguards plan and effective and feasible measures to avoid, minimize, and mitigate the adverse environmental and social impacts, and draft relevant project processing documentation prior to commencement of civil works.
- Lead SEA/SH sensitization and execution of trainings for different audience especially for audience involved in civil works.
- Work with clients and other relevant units of the building project to mobilize technical and financial support to enhance the environmental and social sustainability of their operations, adding value to operations.
- Conduct stakeholder engagements in accordance with relevant policies and guidelines;
- Build internal and external clients' capacity on Environmental and Social Management Plan (ESMP) already prepared by a consultant.
- Oversee implementation of ESMP and related topics as well as designing and piloting effective information gathering and sharing schemes.
- Prepare internal E&S plan for preparation, review, implementation, monitoring and reporting of various safeguards activities and develop Safeguards reporting template to facilitate E&S reporting.
- In collaboration with other Staff Specialists, ensure inclusion of E&S provision in civil works contracts and devise a corrective plan to address significant E&S non-compliance are identified early during implementation

Qualification

- Have a minimum of master's degree in social sciences or Environmental Science; Environmental Economics or related field; with 5 years working experience in a related job or
- Have first degree in social sciences or Environmental Science; Environmental Economics or related field with at least 8 years post qualification, practical experience in safeguards assessment and management, sustainability development, social inclusion, design and implementation of grievance redress mechanisms and capacity building.
- At least 3 years working experience in application of World Bank's safeguards policies especially the World Bank OP 4.01 and the principles and implementation processes and procedures

- Conversant with the government of SL EPA's Environmental Assessment Regulations and Procedures,
- Experience in E&S screening of development projects and experience in preparation and implementation of safeguards instruments e.g. ESMPs
- Experience in designing and applying activities and tools focusing citizens' engagement and gender and social inclusion.

Corporate Competencies:

- Demonstrates integrity by modeling the HISWA-SL Project values and ethical standards;
- Promotes the vision, mission and strategic goals of HISWA-SL project.
- Strong ability to effectively interact with technical and non-technical end users in a pleasant, cooperative, and helpful manner;
- Focuses on result for the client and responds positively to feedback.
- Ability to write accurate reports with excellent presentation and facilitating skills.

Reporting Requirements:

The Safeguards Specialist will report to the Project Coordinator and will work closely with all the other staff/specialist of the Project to ensure smooth and effective implementation of the project. He/ She will contribute to the preparation of Quarterly, Semi-Annual and Annual Project Management Reports by being directly responsible for the E&S section. In addition, the Specialist will be required to prepare or contribute to the preparation of other reports, as and when needed.

Assignment Period

The Environmental and Social Safeguard Specialist will work on a part-time consultancy for an initial period of six months and will be paid a daily rate. Seven (7) days of work per month is expected for approximately the first 6 months of the contract, until the commencement of building work in January, 2022. After that, fifteen (15) days work per month is expected for the duration of the building project, expected to be around 18 months. Extension will be based upon satisfactory performance and the duration of the construction component.

Mode of Application

All applications 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 Team Lead
 Project Fiduciary Management Unit
 Ministry of Finance
 13a Howe Street Freetown
 Freetown, Sierra Leone
 Tel: +23276672186

E-mail application as attachment (including all supporting documents)
to: **pfmuadverts2020@gmail.com**

All applications must be submitted electronically. Please indicate clearly in the email subject heading and attachment the position for which application is made.

Closing Date:

The Closing Date and time for receipt of applications is **10th March, 2020 at 11:00 am GMT.**

Only short-listed candidates will be contacted