



GOVERNMENT OF SIERRA LEONE

Recruitment of Social Safeguards Specialist for the Integrated & Resilient Urban Mobility Project (IRUMP)

1.0 Project Background

This Terms of Reference (ToRs) have been prepared for the recruitment of a Social Safeguards Specialist position to be stationed at the Project Implementation Unit (PIU) in Freetown. The Government of the Republic of Sierra Leone (GOSL) through the Ministry of Transport and Aviation (MoTA) is implementing the Integrated and Resilient Urban Mobility Project (IRUMP) with an investment grant from the World Bank (WB). IRUMP focuses on improving urban accessibility, resilience and safety in pilot areas and enhances institutional and academic capacity to plan and manage urban transport in the city of Freetown.

The IBRD/IDA/World Bank funded IRUMP will allow MOTA and their respective Agencies to achieve and expand outcomes in three key areas: (i) comprehensive improvement of transport services, (ii) comprehensive corridor improvements which will cover comprehensive traffic management measures including intersection improvements, coordinated traffic lights, improvement of sidewalks for pedestrian movement, drainage etc.; (iii) provision of institutional and academic capacity building and studies for MoTA staff and management and their agencies.

The overall IRUMP is to: (i) pilot short-term remedies in order to obtain immediate relief and demonstrate the value of good management of existing infrastructure, efficient implementation, and good coordination across multiple department and agencies within the government; (ii) build beneficiary institutions and specialized skills, develop appropriate policies and regulations, and identify arrangements to strengthen the delivery of public transport services and climate resilience.

2.0 Project Objectives, Components and Activities

2.1 Project Objective

The project development objective of the IRUMP is “to improve accessibility, resilience and road safety in selected areas of Western Region and enhance institutional and academic capacity in the transport sector.”

2.2 Components

The IRUMP has three main components:

Component 1: Enhancing Transport Services

This component will support the enhancement of transport services in three sub-sectors: (i) public transport services; (ii) mobility services to access education centers; and (iii) on-demand mobility services, to serve key sectors for social and economic development and economic diversification.

Component 2: Comprehensive Corridor Improvements

This component will use an integrated and comprehensive approach to improve safety mobility for pedestrians and vehicles, and overall management of the public rights of way in selected areas of Greater Freetown. The project investments would focus on: (a) improving pedestrian infrastructure; (b) improving road conditions and rehabilitating key road sections and drainage; (c) providing traffic management, signalization, parking, and intersection improvements; (d) providing a transport operator’s terminal; and (e) addressing the needs of street traders through off-street market areas. Depending on the credit amount, the project may also finance the rehabilitation of sections of urban roads which are currently unpaved or in extremely poor condition, such as Motor Road and/or King Harman Road.

Component 3: Institutional Capacity Building and Studies

The activities of this component may include: (a) strengthening the ministry’s and departments’ capacity to develop a long-term vision and regulatory framework to support effective management of the urban transport system; (b) diagnosing problems with public transport and developing a comprehensive strategy to improve bus services; (c) conducting a public relations/communication campaign to educate stakeholders, schoolchildren and the public about road-space management and road safety; (d) developing a road-safety database; and (e) supporting climate-resilient activities, for example by developing guidelines to incorporate climate and disaster resilience into road design by providing specific cost-effective requirements and good practices for slope stabilization in mountain areas of Freetown; and mapping tools for prioritization of urban transport projects using network analysis and giving consideration to climate related risks.

2.3 Project Activities and Safeguards Instruments

The implementation of the structural components of the project may extend moderate to adverse social and environmental impacts on the immediate natural and social environment of the project.

Table 1 below describes the activities for which Environmental and Social Safeguards instruments have been prepared and disclosed.

Interventions	Descriptions of Interventions
<p>Integrated Corridor Management in 3 key corridors:</p> <ul style="list-style-type: none">• Lumley area (Juba road)• Congo cross area (Wilkinson Road and Motor Main Road)• Kissy area (Bai Bureh Road)	<ul style="list-style-type: none">• Reconfiguration of main intersections to provide a traffic-signal controlled operation• Improvement of road condition and drainage• Implementation of new parking restrictions• Implementation of street lightning along the corridors• Improved pedestrian facilities in the corridors (disabled adapted), including sidewalks and safe pedestrian crossing facilities• Provision of new public transport terminal at Lumley, offering facilities for different modes• New traffic management measures• Construction of Bus Stops
<p>Establishment of transit terminal at Lumley Community (Kingston Upon Hull Way in Lumley area)</p>	<ul style="list-style-type: none">• Construction of transit terminal, with integrated design with Market.• Construction of access roads to the terminal• Construction of flood prevention infrastructure

	<ul style="list-style-type: none"> • Construction of pedestrian facilities, disabled-adapted • Road safety improvements
Construction of market at Lumley Community (Kingston Upon Hull Way in Lumley area)	<ul style="list-style-type: none"> • Construction of market, with segregated facilities for different product (refrigerated, other food, non-food products), with integrated design with transit terminal. • Improvement/rehabilitation of access roads • Construction of pedestrian facilities, disabled-adapted • Road safety improvements • Removal of informal dump site

Table 2 below describes the activities for which Environmental and Social Safeguards instruments need to be prepared and disclosed.

Interventions	Descriptions of Interventions
Relocation of traders to Sewa Grounds Market	<ul style="list-style-type: none"> • Development of Resettlement Action Plan (RAP) • Implementation of RAP

The World Bank environmental and social safeguard policies applicable to the project are OP4.01 on Environmental Assessment, OP 4.11 on physical cultural resources and OP 4.12 on Involuntary Resettlement.

The client has prepared an Environmental and Social Management Framework (ESMF) which has been disclosed. The ESMF has been prepared in order to provide a framework for screening sub-projects as they are determined during implementation of project activities which are not known at project preparation. A chance find procedure has also been included as part of the ESMF in fulfilment of the requirements of OP 4.11.

The client has also prepared and disclosed an ESHIA and ESMP in accordance with the SL EPA requirements and OP4.01 to address impacts envisaged under component 2 which identified Kissy Ferry Terminal Intersection, Wilkinson to Regent Road Intersection, Lumley Regent road intersection/Juba axis, Lumley roundabout, Lumley transit transport terminal and market as areas where civil works will occur.

The civil works will also result in temporary and/or permanent displacement of residential and business structures in these locations. To mitigate these impacts, the client has prepared a Resettlement Action Plan (RAP) to mitigate resettlement impacts according to the requirement of OP 4.12.

3.0 Position Description

The PIU for Integrated and Resilient Urban Mobility Project (IRUMP)) is recruiting a Social Safeguards Specialist who will provide support in meeting primarily the project's social safeguards agenda. He / She will report directly to the Project Coordinator and will be expected to work closely with other safeguards specialists, and project team. The selected candidate will also be expected to work collaboratively and develop good relations with the World Bank safeguards team and liaise closely with other counterparts in undertaking his/her duties.

4.0 Duties and Responsibilities

The Social Safeguards Specialist shall be directly responsible for the following:

- the planning and managing project implementation as per the safeguards instruments;
- Undertake social due diligence for each sub-project as soon as conceptual technical design and scope have been defined, as outlined in the safeguards instruments;
- Closely coordinate with the contractor in the implementation of Social Management Plans for sub-projects, as necessary;
- Draft terms of references to undertake Social assessments, RAPs for new activities and obtain necessary clearances from the World Bank and/or designated project approving agencies;
- Review all related Environmental and Social assessments, Resettlement Action Plans and other social mitigation plans before submitting to the World Bank for approval.
- Ensure compliance with EMPs, RAPs, GBV Action Plan during the construction period and maintain close coordination with the technical team;
- Organize review meetings with the safeguards officers of the various MDAs (implementing partners) and visit project sites to monitor implementation of the safeguards instruments;
- Prepare monitoring reports, in collaboration with the Safeguards Consultant as set forth in the safeguards instruments;
- Ensure community participation in the process of management and monitoring of environmental impacts of sub-projects;
- Draft terms of references for environmental and RAP completion audits for all project components and obtain clearances.
- Oversee the implementation of Grievance Management and GBV action plans.
- Ensure all required safeguards documents are properly disclosed
- Develop monitoring templates and ensure adequate safeguards records, documentation and reporting.
- Perform other safeguards related tasks as may be necessary for the successful implementation of the project.
- Lead the implementation of citizen´s engagement plans
- Any related safeguard challenges during project implementation

5.0 Qualifications

The Safeguard Specialist should have:

- Master degree in Social Science, development studies or similar area with at least 8 years of direct relevant experience in social development/safeguards issues.
- Relevant professional experience in conducting environmental and/or social assessments.
- Demonstrated knowledge of World Bank´s social safeguard policies on Environmental Assessment and Involuntary resettlement, as well as the ability to provide technical advice to project teams.
- Demonstrated skills and direct work experience with at least one or more of the following: public consultations; public hearings; participatory research methods (including observation, surveys); participatory rural and urban appraisal; participatory poverty assessments; participatory monitoring and evaluation; and grievance redress mechanisms.
- Strong analytical, writing and communication skills.
- Experience working in West Africa or similar region, familiarity with urban communities in developing countries (non-OECD);

- Good knowledge and understanding of Sierra Leone's biophysical and social environments, national policies on environmental management and the WB environment policies;
- Good knowledge and understanding of occupational health and safety;
- Experience conducting gender analysis and knowledge on GBV will be an added value;

6.0 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 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.

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 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: irumobilityproject@gmail.com copy: pfm2018@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 **Friday 24th November, 2023 at 11:00 a.m. local time.**

Only short-listed candidates will be contacted

