**TERMS OF REFERENCE FOR THE ENVIRONMENTAL SPECIALIST**

1. **BACKGROUND TO THE PROJECT**

Government of Uganda is implementing the Albertine Region Sustainable Development Project (ARSDP) with financing from the International Development Association (IDA) of The World Bank.

The project is implemented by Uganda National Roads Authority (UNRA), Ministry of Lands, Housing and Urban Development (MLHUD), and Ministry of Education & Sports. MLHUD implements Component 2 of the project that focuses on (i) physical planning, (ii) improvement of local accessibility and infrastructure (iii) technical oversight that includes engineering and safeguards management. This Component is implemented in Buliisa and Hoima District Local Governments.

 The Ministry intends to use part of the proceeds to enhance the Project Support Team (PST) by recruiting a competent Individual Consultant as an Environmental Specialist for the project. The overall purpose of the assignment is to support the Ministry and District Local Governments in managing environmental risks associated project implementation in accordance with the national policies, legal, regulatory and institutional framework and the World Bank safeguards Policies and Standards.

1. **TERMS OF EMPLOYMENT**

|  |  |  |
| --- | --- | --- |
| Terms of Employment  | : | Individual Consultant |
| Reports to | : | Project Coordinator/ARSDP |
| Duration of Contract | : | One year renewable |
| Duty Station | : | Kampala (PST) with frequent travel to the Albertine Region |

1. **QUALIFICATIONS AND WORKING EXPERIENCE**

The Environmental Specialist must have a BSc. Environmental Sciences, Natural Resources Management, Forestry, or related discipline from a reputable Institution. He/She must possess a Master’s Degree in the above field(s). Postgraduate qualifications and experience in Environmental Impact Assessment/Environmental Audit (EIA/EA) and monitoring are added advantage.

The Consultant must have a minimum of 10 years’ experience in implementing environmental and natural resources projects or programs. She/he must have at least three (3) years practical experience in implementing environmental safeguards with donor funded infrastructure projects. She/He must demonstrate clear understanding of World Bank safeguard policies and/or standards, IFC Performance Standards, among others.

Registration with NEMA as Environmental Practitioner or an equivalent body will be an added advantage, with working knowledge of Uganda’s Environmental Requirements (Policies, Laws, Regulations and Guidelines).

1. **KEY RESULT AREAS**
2. Safeguards consultancies and Contractors effectively supervised.
3. ESIA and RAP Studies effectively conducted.
4. Environmental and Social Management and Monitoring Plans (ESMMPs) effectively implemented.
5. Stakeholders Engagement Plans effectively implemented.
6. Annual Environmental and Social Audits (ESA) conducted.
7. Capacity Building for Environmental Safeguards Management undertaken among MLHUD, DLG, Consultants and Contractor’s staff.
8. Environmental Safeguards reporting strengthened.
9. **DUTIES AND RESPONSIBILITIES**
10. **Safeguards consultancies and Contractors effectively supervised.**
11. Work with the Social Development Specialist to prepare the Terms of Reference (ToRs) for recruitment of Safeguards Firms to undertake ESIA and Resettlement Action Plans (RAP) for ARSDP Sub-Projects in Buliisa and Hoima Districts.
12. Support the MLHUD in the selection of competent firms to undertake ESIA and RAP studies for sub-projects for Buliisa Town Council, Buliisa District Local Government and Hoima District Local Government.
13. Ensuring that the environmental safeguards issues and recommendations from the ESIA, NEMA Approval Conditions and World Bank Missions are appropriately integrated into the contractors’ Bills of Quantities (BoQs) for Civil works.
14. The Environmental Specialist shall ensure that environmental safeguards are well documented in the revised Standard Bidding Documents for civil works contractors.
15. Participating in the review and shortlisting of best evaluated bidders of contractors based on selection criteria of the environmental safeguards score.
16. Participate in the review of the contracts for best evaluated bidders and ensure that the environmental safeguards management and enforcement clauses are properly documented in the contracts.
17. **ESIA and RAP Studies effectively conducted**
18. Work with the Social Development Specialist to review the Terms of Reference (ToRs) for ESIA and RAP studies.
19. Address emerging environmental based review comments of the ESIA and RAP reports from project stakeholders.
20. Work with and support the Social Development Specialist ARSDP to submit the ESIA Reports and secure relevant statutory approvals.
21. **Environmental and Social Management and Monitoring Plans (ESMMPs) effectively implemented**
22. The Environmental Specialist shall advise and support MLHUD in documenting and securing consents/permits for emerging and incidental compensation requirements for natural resources including forests, wildlife reserves, and other ecosystem before, during and after civil works.
23. Orient Contractors and their workers in the Environmental safeguards and Environmental Management Plans before and during civil works.
24. Supervise and enforce the implementation of environmental safeguards as entailed in the Environmental and Social Management and Monitoring Plans (ESMMPs).
25. Support the Contractor, Supervising Consultant, District Local Government and Ministry of Lands, Housing and Urban Development in preparing Completion Reports. The Environmental Specialist will ensure that all environmental risks identified during the studies, implementation, site visits, World Bank Missions and other field assessments are included in the project implementation reports.
26. The Environmental Specialist shall provide support to Contractors, Supervising Consultants, DLGs and MLHUD in documenting and follow-up/resolving of all outstanding environmental issues arising from the implementation of Sub-Projects.
27. Support the Social Development Specialist in establishing a functional Grievance Redress Mechanism.
28. **Stakeholders Engagement Plans effectively implemented**
29. Work with the ARSDP Specialists to support MLHUD, District Local Governments and Contractors in preparation and implementation of stake holders’ engagement plans
30. Work with the Communication Specialist to draft environmental management messages for International, National, Regional, District and Community level stakeholders.
31. Monitor the implementation and effectiveness of the Stakeholder Engagement Plan and advise MLHUD on continuous improvement modalities.
32. Support the MLHUD and the DLGs to undertake Social Accountability and Beneficiary Satisfaction Surveys.
33. **Annual Environmental and Social Audits (ESA) conducted**
34. Work with the Social Development Specialist to prepare the Terms of Reference for recruitment of Consultants to undertake Environmental and Social Audits (ESA) by ensuring that the scope of environmental safeguards is adequately provided for in the ToRs.
35. Support the Ministry in shortlisting competent Consultant(s) for the ESA assignments.
36. Provide technical guidance to the Consultants to undertake ESA by ensuring the all the relevant environmental safeguards elements are covered.
37. Undertake reviews of ESA reports to ensure conformity to the ToRs, national standards, World Bank Policies/Standards and best practices.
38. Develop a framework for the Ministry and District Local Governments, Supervising Consultants and Contractors to implement ESA compliance Agreements.
39. Undertake monitoring of compliance to the provisions of the ESA compliance Agreements and recommend appropriate measures to enforce the required level of compliance.
40. **Capacity Building for Environmental Safeguards Management undertaken among MLHUD, DLG, Consultants and Contractor’s staff**
41. Undertake capacity assessment of MLHUD, DLGS, Supervising Consultants and Contractors in Environmental Safeguards Management and advise the Implementing Agency on the capacity building strategies to bridge the gaps.
42. Offer direct training and mentorship to MLHUD staff, DLGs, Contractors and Supervising consultants in environmental safeguards assessment, planning, implementation, monitoring, documentation and reporting.
43. Identify local and international learning fora for environmental safeguards management and advise the Implementing Agency (IA) to appropriately participate.
44. **Environmental Safeguards reporting strengthened**
45. Participate in field site meetings to offer direct support to Districts, Supervising consultants and Contractors in tracking progress, emerging environmental safeguards issues and recommend redress protocols.
46. Participate in monthly project meetings including Project Support Meetings to review project progress.
47. Participate in preparation for project technical reviews including Project Steering Committees and Project Technical Committee meetings.
48. Participate in preparation for World Bank Portfolio Review meetings including identification of environmental issues to be addressed by the implementing Agency before and after the reviews.
49. Participate in preparation for World Bank Project Implementation Support Missions and advise the Ministry on the appropriate follow-up activities to address identified environmental safeguards issues as well as upholding good practices in environmental risk management.
50. Participate in preparation of Terms of Reference for *ad hoc* reviews as well as End of project Evaluations.
51. Make technical presentations on environmental safeguards in different fora or upon request by the Implementing Agency from time to time.
52. Undertake continuous Environmental Risk Assessment to identify potential risks to overall project implementation including governance risks, legal risks, and reputational risks, among others and ensure timely advice to the Implementing Agency to prevent, detect, avoid, mitigate and control risks.

**END**