



Terms of Reference and Scope of Services
CONSULTANT - ENVIRONMENTAL AND SOCIAL SAFEGUARD SPECIALIST CONSULTANT

Republic of Maldives
Enhancing Employment through Human Capital and Entrepreneurship Development
(EEHCED; P163818)
Ministry of Higher Education

Background

To promote employment and entrepreneurship of young people and to improve the quality of labor through human capital development, the Government of Maldives (GoM) has requested the World Bank to fund a new project; “Enhancing Employment through Human Capital and Entrepreneurship Development” (EHCED) which will be prepared and administered by the Ministry of Higher Education (MoHE), Maldives. The World Bank Education group has already initiated the project identification and pre appraisal process.

In order to ensure any environmental and social impact that may arise due to physical improvements and expansions, the project has to undertake an Environmental and Social Assessment and development Environmental and Social Management Framework (ESMF) that would provide the measures, processes, institutional arrangements, procedures, tools and instruments that need to be adopted by the project and integrated into project implementation to mitigate any adverse environmental or social impacts.

Objectives

The main purpose of the Environmental and Social Assessment and Management Framework (ESAMF) is to identify potential environmental and social impacts based on the Environmental and Social Assessment (ESA) carried out to set up the baseline within which the project will be implemented and focusing physical activities. The ESAMF has to be designed to be consistent with GoM environmental and social requirements and the relevant World Bank Safeguard policies.

The assignment includes:

1. A report on Environmental and Social Management Framework (ESMF)
2. Environmental and Social Screening
3. Preparation, approvals and disclosure of site-specific Environmental and Social Management Plans (ESMPs)
4. Monitoring and reporting ESMP implementation progress.

Scope of Services

1. Assist World Bank team in preparation of ESMF
2. Produce reports for the requested sites. The report should be supported by data collected (primary and secondary), and stake holder consultations. Organize the report according to the outline below;
 - Descriptions of the environment and socio-economics of the selected sites; please provide photographs where appropriate.
 - Significant environmental and social impacts due to proposed project activities
 - Consultations - Main messages and feedback from communities and organizations with the required information, meeting minutes, statistics and recordings of the meeting as and when necessary.
3. Any other tasks assigned by the Project Coordinator

Required Qualifications and Experience

- At least a Master's degree in environmental or social sciences or related area
- At least 5 years of experience in the development sector with experience in conducting environment and social assessments individually or part of a team
- Previous experience as an environment and social safeguard specialist in world bank related projects will be an added advantage.
- Excellent written and oral skills in English and Divehi, with the ability to produce comprehensive reports in English

Professional Competencies

- Ability to read and write excellent English, and produce project reports in English for regular and continuous presentations to MOE and World Bank staff.
- Ability to interact with staff in the MOE.
- Ability to plan projects with complex and diverse activities.
- Ability to promote stakeholder participation and commitment for effective implementation and long-term sustainability of the project.
- Familiarity with the relevant Government procedures and regulations.
- High level of computer literacy, including Word, email and the internet.
- Strong communication skills and good interpersonal relations.
- Ability and willingness to travel to the Atolls for an adequate number of working days.

Duration of services and terms of payment

- The service is initially for a period of 02 months or any other time frame agreed by both parties.
- The consultant will be paid based on the qualifications and relevant experience for the assignment.

Reporting and feedback schedule

- All submissions related to the assignment should be submitted to Project Management Unit, Ministry Of Higher Education of the Maldives, electronically. Electronic version of all the reports (draft and final) should be in Word document and not in PDF.
- During the final submission of the report, if changes requested during the draft report stage are not satisfactorily addressed, the consultant will be required to work further on the document until it is considered satisfactory.