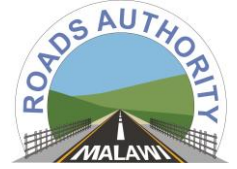




Government of the Republic of Malawi



Roads Authority (Malawi)

REGIONAL CLIMATE RESILIENCE PROGRAM FOR EASTERN AND SOUTHERN AFRICA 2

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES-INDIVIDUAL SELECTION) (APPOINTMENT TYPE: LOCAL HIRE)

Country: MALAWI
Name of Project: REGIONAL CLIMATE RESILIENCE PROGRAM FOR EASTERN AND SOUTHERN AFRICA 2
Grant No: IDA – E2790 / IDA – E2800
Assignment Title: SOCIAL SAFEGUARDS SPECIALIST
Project ID: P181308
Reference No.: MW-RA-404913-CS-INDV
Date of Issue: 4th April, 2024

1. Background

The Government of Malawi has applied for financing towards the cost of the Regional Climate Resilience Program 2 (RCRP2) for Eastern and Southern Africa. The Government of Malawi through Roads Authority intends to apply part of the proceeds of this financing to eligible payments under the contract for hiring of a Social Safeguards Specialist.

The Roads Authority invites applications from suitably qualified and Interested candidates to fill the position of Social Safeguards Specialist, recruited as individual consultant following World Bank Procurement Regulations dated September, 2023.

Position Title : Project Social Safeguards Specialist (1 Position)
Time Commitment : 100%
Accountable to : Project Coordinator
Duration : 5 Years

2. Objectives of the Assignment

The expert will familiarize him/herself with the safeguards instruments including the Project Environmental and Social Management Framework (ESMF), Project Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP), Grievance Redress Mechanism (GRM) and Environmental and Social Commitment Plan (ESCP) for the Road project activities, improve performance and implementation of these tools during the project and recommend improvements to the Project Implementation Unit (PIU) and the World Bank. The Specialist will ensure that road project activities comply with the requirements of the WB Environmental and Social Framework (ESF) and Environment, Safety and Health (ESH) guidelines as outlined in the governing Project Environmental and Social Management Framework (ESMF), Project Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP) and Environmental and Social Commitment Plan (ESCP) including all the supporting management plans as appropriate.

3. Duties and Responsibilities

Specifically, the Project Social Safeguards Specialist will perform the following duties;

- a) Collaboration with Environmental Specialist(s), Occupational Health and Safety (OHS) Specialist, Project Engineers and all relevant implementation agencies such as Ministry of Transport and Public Works, Ministry of Water, Ministry of Natural Resources in conducting environmental and social screening followed by the timely development, disclosure and implementation of Environmental and Social Management Plans (ESMPs) or Environmental and Social Impact Assessments (ESIAs) of all sub project activities in line with the Project ESMF with the aim of incorporating due processes as standard practice in environmental and social safeguards implementation.
- b) For upcoming project activities, conduct the needed screening and whenever necessary, prepare the required Environmental and Social Impact Assessments (ESIA), Environmental and Social Management Plans (ESMPs), Contractors ESMPs (CESMPs), Resettlement Action Plans (RAPS) and ensure that such plans are approved by relevant agencies and the World Bank prior to implementation.
- c) Facilitate and provide oversight of formulation and implementation of RAP(s), including ensuring that resettlement compensation for replacement of lost assets and land access, as well as livelihood restoration activities, are successfully carried out and all grievances are resolved in line with the Project RPF.
- d) Implement the SEP including the Grievance Redress Mechanism (GRM). This includes preparation of social safeguards information materials in line with the SEP, disseminating the information and engaging with relevant stakeholders especially affected communities and Project Affected People (PAPs) to ensure enhanced project awareness, transparency and social accountability. Ensure the GRM is operational including establishing and training of Grievance Redress Committees, management of GRM database and timely resolution of grievances.

- e) Provide professional input regarding social concerns into the planning, design and contracting of investments, including the preparation of tender documents and contracts.
- f) In collaboration with the Environmental and OHS Specialists develop and implement an internal administrative tracking system for the PIU in order to monitor the progress of project activities in terms of meeting environmental and social safeguard requirements. The system will include the planning, assessment, approval, implementation and monitoring phases of RA activities under RCRP. The system will be computer based (using a spread sheet or Microsoft Access) and designed for easy data entry and report generation. Reports generated by the system should be simple to produce, showing progress of a specific project activity, and highlight critical items such as pending or overdue actions reports to be aligned with ESCP reporting requirements and template;
- g) In collaboration with the other specialists design and deliver, or arrange for the delivery of, an environmental, safety and social safeguards capacity building program for the PIU, Sectors and District based relevant stakeholders in various implementing agencies. This program will include formal training sessions as well as on the job coaching. The purpose is to strengthen the capacity of implementing agencies and other relevant stakeholders to implement environmental, safety and social safeguard requirements effectively within the context of larger road project activities;
- h) Following up implementation of social screening and implementation of ESMPs, RAPs and Social risk management measures at sector and district levels through designated Social and Environmental focal officers at Sector level and Environmental District Officer, Community Development Officers and district level respectively;
- i) Undertaking site visits and reviewing contractors' compliance with site-specific CESMPs, LMPs, Codes of Conducts etc, review of bid documents to ensure ESMP requirements are adequately included and costed as part of bid evaluation including determining and suggesting remedial actions in collaboration with the Environmental Expert and OHS Expert;
- j) Manage the day to day work of the Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Service Provider to ensure mechanisms are in place to prevent and respond to SEA/SH cases in line with national legislation, SEA/SH Action Plan (developed as part of the ESMF) and World Bank Good Practice Note.
- k) Monitoring the Contractors Environmental and Social Management System(s) including grievance redress mechanism to ensure it is functioning as it should;
- l) Preparation of non-compliance reports and keeping track of respective responses/actions undertaken and preparation of periodic Social Compliance Monitoring

Reports in relation to ESCP, ESMF, ESH Guidelines, and relevant Environment and Social instrument (ESIA, ESMP, etc.) requirements;

- m) Participating in the official meetings with the Bank and other forums related to the project;
- n) Provide inputs and materials to Communication Specialist for devising communication strategy, knowledge products and dissemination of results;
- o) Ensure that any outstanding social including resettlement issues, grievances etc are properly attended to;
- p) Create interface between the Environmental Specialist, OHS Specialist, Project Engineers, Monitoring and Evaluation (M&E) Specialist, Communication Specialist and enhance communication and interaction between the grassroots structures, the district and the Sectors ensuring sensitization of responsible groups at all levels;
- q) Provide professional input to ToRs developed by various sectors for recruitment of other environmental and/or social assignments for the project;
- r) Participate in the timely review of reports of independent Environmental and Social consultants engaged under the project and ensure necessary clearance / or approval by relevant authorities such as Malawi Environment Protection Authority (MEPA) and World Bank;
- s) Performing any other duty as may be necessary for the effective implementation of the project as assigned by Project Coordinator; and
- t) Other duties to be performed as per the requirements by the Project

4. Performance Criteria

- i. Timely implementation of planned activities
- ii. Coordination with stakeholders, including contractors and consultants, ensuring timely sharing of information and other related program implementation issues.
- iii. Enforcement of inclusion of social aspects in RCRP implementation in line with national legislation and requirements of World Bank Environmental and Social Framework (ESF)
- iv. Implementation of structured communication updates/ stakeholder engagement, in liaison with other specialists, to inform external stakeholders and manage grievances;
- v. Timely periodic provision of a synthesis of progress against planned actions, key challenges and proposed management decisions.

5. Reporting Requirements

The Social Specialist will report to the Roads Authority's Project Implementation Unit for all his / her technical and administrative operations.

6. Key Qualifications and Experience

The candidate should meet the following minimum qualifications:

- a) A Masters Degree in Social Science or related discipline
- b) A minimum of 10 years of experience in the field of social risk management at national level or international organization, and donor projects handling social aspects of planning, assessing and implementing social risk management on civil works projects of various scale;
- c) Have thorough working knowledge of World Bank Environmental and Social Standards / ESF and have demonstrated experience in successfully preparing ESIA's, ESMP's and RAP's by World Bank standard, social policies and regulations of Malawi;
- d) Have experience with designing and delivering capacity building programs;
- e) Be familiar with environmental, social and economic conditions prevailing in Malawi or similar African countries;
- f) Have excellent oral and written communication skills in English and a fair understanding and speaking of Chichewa, as well as team participation and management skills;
- g) Strong organizational and communications skills and ability to interface with grassroots, district and sector players in the discipline;
- h) Demonstrated Computer Skill and proficiency in using computer desktop application MS Office (Word, Excel, and Power Point etc);
- i) Highly motivated with a positive attitude and energy.
- j) Experience working with decentralized implementation systems and understanding the bigger picture context of operations.

7. Duration of the Assignment

The Project Social Safeguards Specialist will be recruited for a period of 5 years but the contract shall be renewable annually based on satisfactory performance.

8. Facilities to be provided by the Client

The following shall be provided by the Client: office space, furniture, office equipment, communication, and internet facilities. For all field related assignments, the Project shall provide transport and costs and other expenses (per diems etc.) related to the field work.

9. Location of Employment

The Project Social Safeguards Specialist will be based at the Project Coordination Unit in Lilongwe but would be required to travel regularly to other relevant field offices where the RCRP is implementing its activities.

10. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16,

and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated September 2023 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

11. A Consultant will be selected in accordance with the Individual Consultant selection method set out in the Procurement Regulations.

12. Method of Application

Expressions of Interest including updated curriculum vitae and copies of academic and professional qualifications clearly must be delivered in a written form to the address below in person, or by mail, or by e-mail) by 16:30 Hours on Thursday, 18th April, 2024.

Those that already applied need not apply again

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