



**Ministry of National Planning and Infrastructure**  
Republic of Maldives

Advertisement Reference: (IUL)471-PIDS3/1/2019/117

Date: 1<sup>st</sup> August 2019

**MALDIVES URBAN DEVELOPMENT AND RESILIENCE PROJECT**

**ENVIRONMENTAL AND SOCIAL SAFEGUARDS SPECIALIST**

**TERMS OF REFERENCE**

**A. PURPOSE**

The Government of the Republic of Maldives through Ministry of National Planning and Infrastructure is implementing “Maldives Urban Development and Resilience Project” (MUDRP) financed by the World Bank and intends to apply part of the proceeds for the selection of an Environment and Social Safeguard Specialist for the implementation of this project by Ministry of National Planning and Infrastructure.

**B. BACKGROUND**

The main objective of the project is to enhance urban services and strengthen resilience in selected cities in Maldives. The various components in this project include construction of Sewage Treatment Facility at Hulhumale, Storm water Drainage Improvement and Rain Water Storage, Establishment of Disaster Emergency Operations Center at National Disaster Management Authority (NDMA) and also financing a number of technical and analytical studies to strengthen sustainable urban development. The MUDRP will be prepared and implemented in accordance with the World Bank’s policies and standards on social and environmental management.

**C. OBJECTIVES OF ASSIGNMENT**

This is the key functionary at the national level with oversight responsibility for ensuring that the preparation and implementation of the project is in compliance with the recommendations provided by the project specific Environment and Social Assessments (ESA) and the Environment and Social Management Framework (ESMF), applicable for the projects administered by the PMU.

**D. SCOPE OF SERVICES**

Overall, the Environmental and Social Safeguards Specialist will be the link between GoM and project beneficiaries. The Specialist will help GoM to liaise with consultants hired by the PMU in the preparation of the sub-project-specific ESAs and the Environmental and Social Management Plans (ESMPs) in accordance with the Project ESMF and the triggered safeguard policies of World Bank; prepare guidelines for and facilitate community disclosure of these documents; and guide the PMU and sub-project teams during



implementation of the project in accordance with the project ESMF, sub-project specific ESAs and ESMPs, and applicable World Bank safeguard policies.

The Environmental and Social Safeguards Specialist would be responsible for, but not limited to, the following activities:

- Ensure environmental and social safeguard measures are adequately implemented in all projects administered by the PMU as per the ESMF, and supervise and monitor the same;
- Ensure that consultations (i.e. a two-way communication) continue throughout project implementation and are carried out in a comprehensive and appropriate manner; incl. periodic updating of the consultations plan.
- Ensure effective implementation of activities relating to gender, inclusion, and citizen engagement, as laid out in the relevant project documents.
- Support the delivery of ESMF orientation, training and capacity building activities for all project stakeholders, including component Managers; Identify further training requirements of technical and field staff of the project.
- Educate project affected families on the relevant environmental and social safeguards issues and relevant policies.
- Where applicable, develop information, education and communication (IEC) materials and facilitate workshops on good environmental and social practices relevant to all projects administered by the PMU.
- Co-ordinate with the relevant stakeholder agencies on periodic basis on environmental and social issues.
- Assist GoM in ensuring environmental responsibilities of the project, such as compliance with the environmental protection laws and regulations of the country.
- Assist GoM in ensuring social responsibilities of the project, such as compliance with the labour laws, prohibition of child labour, HIV/AIDS and gender issues.
- Ensure safeguard measures as per site-specific management plans are adequately implemented.
- Establish, maintain and raise awareness of a grievance redress system and assist MNPI and HDC in the redress of their grievances in a timely manner.
- Ensure monitoring reports on safeguards compliance are compiled and submitted to the Bank team as per ESMF requisites.

## E. REQUIRED QUALIFICATION AND EXPERIENCE

The applicant should possess following educational background and experience:

1. Minimum Master's degree in Environmental Management or related field to the assignment.
2. Must have professional work experience of at least five (05) years with minimum three (3) years of work experience in the area of environmental and social management or a



related position; relevant experience in donor funded projects will be an added advantage.

3. Familiarization with World Bank Projects and Guidelines will be an added advantage.
4. Must be result oriented and proactive with excellent written and oral communication skills in Dhivehi and English.
5. Should have sound understanding of principles underlying environmental and social management and international best practices in the field; understanding and familiarity with Government regulations on environmental management and conservation.
6. Should have strong leadership, management and communication skills in presenting, discussing and resolving difficult issues and have ability to work efficiently and effectively with a multidisciplinary team.

The successful individual must be willing to work for extended periods without direct supervision and travel routinely to islands within the catchment.

In addition, the individual's reputation of integrity and impartiality routed in independent from third parties shall be considered.

The short-listed candidate will be requested to participate in personal interviews and submit the names and contact details of personal referees who can attest to their ability.

The successful candidate must understand the objectives and delivery mechanisms of the projects portfolio. He/she must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative in his/her broad field of actions.

## F. REPORTING REQUIREMENT

1. Report directly to the Project Manager on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Client.
2. The Environmental and Social Safeguards Specialist shall ensure that all the required reports for the project are prepared on time, in accordance with the requirements of Client and respective donor agencies.

## G. SCHEDULE FOR THE ASSIGNMENT

Duration of the assignment is **24** months from the commencement of the works with potential extension based on performance and need.



## H. SELECTION CRITERIA

The Environment and Social Safeguard Specialist will be selected based on the following criteria.

Rating Criteria	
Criterion	Rate
Experience in Environmental Social Safeguard Issues and familiar with Environment and Social Assessments (ESA) and the Environment and Social Management Framework (ESMF).	30 points
Experience in working in similar projects (both PSIP and Donor Funded)	30 points
Minimum Master's degree in related field	20 points
Interview	20 points

## I. REMUNERATIONS

Successful individual will be paid an all-inclusive monthly fee in the range of MVR 28,170 to MVR 39,330 depending on their qualifications and experience.

## J. SERVICES AND FACILITIES TO BE PROVIDED BY THE CLIENT

1. Office space and other facilities such as computers will be provided as required.
2. Local transport for official travel between Male', inter-Atolls and inter-islands and allowances to cover food and accommodation for the trips will be provided from the projects.
3. Leave Entitlement:

### Unplanned Leave:

- a. The Consultant may take up to ten (10) working days of paid leave per annum or pro rata as may be agreed by the client for medical reasons or emergencies. If the duration is more than two consecutive days, a medical certificate specifying the nature of the consultant's illness and recommended duration of leave issued by a licensed medical practitioner must be submitted on the first day back at work.
- b. The Consultant may take up to ten (10) working days of paid leave per annum or pro rata as may be agreed by the client for Family Responsibility reasons or emergencies.

Planned Leave: The consultant may take up to thirty (30) working days of paid leave per annum or pro rata as may be agreed by the Client



## K. APPLICATION

Interested applicants may submit their proposal in a sealed envelope indicating the following:

1. Letter of Expression of Interest (EOI)
2. Copy of National Identification Card
3. Attested copies of Educational Certificates (copies taken from with original accredited certificates)
4. A CV that demonstrates that the applicant is qualified to perform the services (including a description of similar assignments, experience in similar conditions, availability of appropriate skills etc.)

## L. SUBMISSION

Interested candidates may submit their proposals on or before the time provided in the advertisement to the following address:

Infrastructure Department,  
Ministry of National Planning and Infrastructure,  
Ameenee Magu, Maafannu Male', 20392,  
Republic of Maldives.  
Email: [tenders@planning.gov.mv](mailto:tenders@planning.gov.mv)