

THE GAMBIA ELECTRICITY RESTORATION AND MODERNIZATION PROJECT (GERMP)

TERMS OF REFERENCE

For the Environmental Safeguard Specialist for the Project Implementation Unit

I. Background

The Republic of The Gambia with the support of the International Development Association (IDA), European Investment Bank (EIB), and European Union (EU), collectively the “Lenders”), are implementing an energy project approved in 2018 to improve the power generation and transmission capacity in the country. The Gambia Electricity Restoration and Modernization Project (GERMP) will increase the generation capacity through renewable sources, reinforce the transmission infrastructure in the Great Banjul Area, and in the provinces across the country.

The development objective of the project is to improve the operational performance of the National Water and Electricity Company (NAWEC), and its capacity to dispatch variable renewable electricity. The Gambia Electricity Restoration and Modernization Project (GERMP) will improve the power generation capacity and efficiency of NAWEC’s transmission network to increase access to electricity for socio-economic development. This objective is in line with the Gambian National Development Plan (NDP-2018-2021), the Gambia Electricity Sector Roadmap (2017) and the National Energy Policy (2014-2018), among other national policies which promote the extension, reliability, and quality of the Government’s energy supply, as well as diversifying energy sources to include renewables.

The GERMP consists of the following three components:

1. **On-grid solar PV with storage:** This component comprises the development of a 20MW solar PV Plant in Jambur village in the Greater Banjul Area. The component will include battery backup to minimize grid absorption concerns.
2. **Transmission and distribution (T&D) restoration and modernization:** This component will include upgrades of the Transmission and Distribution 225 kV line to: (i) absorb the additional generation capacity; (ii) prepare for future capacity expansion including OMVG, other pipeline projects and 30kV MV Backbone lines; (iii) reduce T&D losses; and (iv) make future grid extensions possible. This component also includes activities such as emergency communications campaigns, LED bulbs to replace incandescent bulbs in government offices and replacement of streetlights as part of demand side management initiative, and urgent equipment rehabilitation.
3. **Urgent institutional support for sector turnaround:** This component will involve institutional strengthening, capacity building and project implementation support related to improved operational performance of NAWEC. Institutional strengthening includes 1) twinning with the University of The Gambia for cross-learning; 2) study tour to review environmental and social management systems in other power utilities; and 3) the participation of NAWEC social and environmental specialists in a short-term course on environmental and social management.

The implementation of some activities of the GERMP project could lead to potential environmental and social risk and impacts which must be managed. The project is using the World Bank operational Policies on E&S safeguards as well as the Gambian national law on the management of E&S risks and impacts. These Term of references are prepared to recruit an environmental specialist to support the monitoring of the management of E&S risks and impacts in the context of the project.

II. SCOPE OF WORK

The environmental Safeguard Specialist's overall responsibility will be ensuring strict compliance of sub-project preparation and implementation with the World Bank's Operational Policies on safeguards and Environment, Health and Safety (EHS) guidelines, The Gambian legislation, and relevant international good practices. In general, he/she will be responsible for providing advice and technical assistance to the project and all stakeholders to ensure acceptable quality of environmental risk and impact management in accordance with mentioned policies.

Activities to be performed by the Environment Safeguards Specialist include but are not limited to the following:

- a) Provide overall technical environmental safeguards oversight for the sub-project preparation and implementation under the general management of the PIU Project Coordinator. Focus will be on environmental risk management, including measures for addressing negative impacts, labor influx, healthy and safe working condition of labors, biodiversity management, waste (including hazardous and non-hazardous) and other environmental issues that may arise during the implementation of project's activities.
- b) Ensure compliance with the provisions of the World Bank's Safeguard Policies which have been deemed relevant to this project, and with national, regional, and international legal provisions in force that apply.
- c) Conduct in collaboration of the social development specialist the E&S screening of planned sub-projects/activities and determined the appropriated E&S due diligence to perform. Ensure the participation of the NEA to the process as per national requirements.
- d) Provide necessary coordination and relevant inputs during the preparation of environmental and social instruments such as Environmental and Social Impact Assessment/Environmental and Social Management Plan (ESIA/ESMP), E&S Audits as necessary, for sub-projects under preparation and implementation.
- e) Conduct quality review and facilitate the approval and disclosure process of environmental and social risk and impact management instruments (ESIA, ESMP, C-ESMP for contractors etc.) and their implementation in accordance with the Operational Policies and the national regulations in force.
- f) Undertake regular field visits to project sites to assess the management of environmental impacts and verify environmental monitoring information provided in the reports of contractors and Owner Engineer, including photo documentation as applicable.
- g) Keep records of environmental supervision of project activities in a systemic manner that allows easy search-and-find of all documents upon request of the World Bank, and national authorities.
- h) Contribute to the preparation of environmental and social clauses and ensure their integration in the tender documents as well as in the contracts of the company in charge of the works and of the Owner Engineer, together with its social Safeguard specialist and the GBV Specialist.
- i) Analyze project implementation reports to ensure that all work is completed in full compliance with Safeguards Policies, supervising contractors' performance in handling specific environmental issues.
- j) ensure the development and quality as well as the effective implementation of ESMP and any other instrument for mitigating environmental and social risks and impacts by the contractors in charge of the works and their approval by the Owner Engineer.

- k) Monitor in collaboration with the social development specialist, the development, dissemination/make accessible and functional the implementation and effective monitoring of the project's Grievance Mechanism, including the resolution of disputes and conflicts arising from the implementation of the C-ESMP and propose appropriate corrective measures.
- l) Ensure proper documentation of all activities relating to environmental safeguards; prepare reports (monthly, quarterly, annual, incident report, accident report...).
- m) Prepare relevant parts of required environmental monitoring reports, including reports on ESMP implementation status. This including being responsible for drafting sections of the project documentation and guidance such as the project operational manual related to environmental safeguards.
- n) Provide capacity building to ensure safeguards is institutionalized in NAWEC PIU (i.e., Safeguard Specialist in PIU) and project partners (i.e., Owner Engineer and Contractors).
 - Hands-on program monitoring mechanisms (e.g., conducting monthly meetings and integrate reporting on implementation of ESMP/RAP)
- o) Ensure proper management of OHS aspects by contractor (e.g., safety for workers and communities in construction and/or temporary and permanent rehousing sites, significant amounts of emissions or effluents produced, presence or adoption of unsafe processes for a project), to ensure that these risks are adequately addressed in the implementation processes, etc.
- p) Participate in and ensure the implementation of the recommendations (related to the management of environmental risks and impacts, code of conduct, etc.) of the aide-memoirs of the support missions to the implementation of the project, carried out alone or jointly with the World Bank.
- q) Ensure that activities related to the management of E&S risks and impacts are included in the project Annual Budget plan
 - r) Work closely on an everyday basis with the PIU International E&S Safeguard Consultant to gain knowledge and on the job training of all the environmental safeguard matters.

III. REPORTING LINE/COMMUNICATION

The Environmental Safeguard Specialist shall report to the Project Coordinator and work functionally and closely with PIU staff and other pertinent Authorities, and development partners.

IV. QUALIFICATION REQUIREMENTS

- a) have a higher education degree (Master) in environmental management or environmental sciences (ecology, biology, botany, forestry, natural resource management, etc.), geography, environment engineering or any other degree deemed equivalent and having the environment as a base (with experience in areas relevant to environmental safeguards).
- b) Have a proven experience of five (5) years in environmental management including two (2) years in projects financed by the World Bank
- c) Good knowledge of the relevant regulations/directives and operations of multilateral development organizations and executing agencies.
- d) Demonstrated experience and knowledge of Bank operations and environmental safeguard policies, especially, experience and familiarity with complex safeguard work.

- e) Good experience in the development and/or implementation of Environmental and Social Assessment instruments (ESIA, ESMP) of projects, if possible, in projects financed by the World Bank
- f) Proven experience and skills in managing projects.
- g) Proven capacity to work across multiple stakeholders, including government entities, civil society organizations (CSOs), local communities, and the private sector.
- h) Demonstrated experience in the World Bank project cycle and procedures
- i) Fluent in English with excellent written and oral skills.
- j) Knowledge of local language like Mandinka, wolof, fula, or Mandinka is an asset since the project is intervening in rural areas.
- k) Advanced computer skills and full proficiency in the use of relevant software applications in using computers and software such as Microsoft Office suite

V. FACILITIES TO BE PROVIDED BY THE PIU

The following facilities will be provided by the client to the consultant free of charge.

- **Office Space:** Office space with desk shall be provided in the client's office or as it may be agreed.
- **Laptop, Office facilities:** printing facilities, photocopying, copying paper writing materials etc.
- **Documents:** All the documents and available data and information concerning the Project.
- Internet facilities within the office.
- Business transport within the city such as meetings workshops etc.
- Support for all site visits required for supervision and monitoring.

VI. DURATION OF THE ASSIGNMENT

The successful applicant shall be engaged immediately on a full-time basis for one year (in three months contract basis extendable depending on the satisfactory performance in the contract duration) and for additional years during the project implementation period.