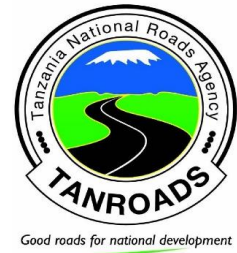




THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF WORKS AND TRANSPORT



TANZANIA NATIONAL ROADS AGENCY

**Tanzania Roads to Inclusion and Socioeconomic
Opportunities Project (RISE): P164920**

**TERMS OF REFERENCE
FOR**

**TERMS OF REFERENCE FOR RECRUITMENT OF ENVIRONMENTAL
SPECIALIST FOR STRENGTHENING TANROADS CAPACITY IN
IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL MANAGEMENT
FOR RISE**

MAY, 2023

TERMS OF REFERENCE FOR RECRUITMENT OF ENVIRONMENTAL SPECIALIST FOR STRENGTHENING TANROADS CAPACITY IN IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL MANAGEMENT FOR RISE

1.0 INTRODUCTION

The Government of the United Republic of Tanzania has received a credit from the World Bank towards the cost of the Tanzania Roads to Inclusion and Socioeconomic Opportunities Project (RISE) and intends to apply part of the proceeds of this credit to eligible payments under the Contract to strengthen TANROADS Capacity in implementation of Environmental and Social Management Plans (ESMP) and Health and Safety Management Plans (HSMP) through recruitment of One (1) Environmental Specialist. The Environmental Specialist will be working with the Manager of Environment & Social Management and TANROADS Environment and Social Department to manage issues related to ESMP and HSMP implementation and monitoring for the RISE sub-projects.

In order to ensure sustainable implementation of road development projects, environmental and social cross-cutting issues play a crucial role in project planning as well as implementation. Project implementation affects the environment, and people and their communities in the projects' areas of influence. Though TANROADS has professional expertise in these areas, it needs additional staff in order to assist in the management of the RISE projects efficiently and effectively at various stages of project cycle development (i.e. planning, implementation and operation).

In recognition of this need, the World Bank (WB) has committed to finance the recruitment of a Lead Environmental Specialist, who will be responsible for assisting in relation to Environmental and Social Safeguard issues in the road and airport subprojects, and the implementation of the Environmental and Social Management Plans (ESMPs), Health and Safety Management Plan (HSMP) and other relevant Environmental and Social Framework-related (ESF) documents for RISE. It is intended that the Lead Environmental Specialist will coordinate environmental and social management responses and capacity-strengthening activities in environmental and socio-economic safeguard issues for the staff working under Contractor (s) and Consultant (s) during project implementation in line with the Environmental and Social Framework (ESF) and national legislation and policies.

2.0 OVERALL OBJECTIVE OF THE ENVIRONMENTAL MANAGEMENT SERVICES

The overall objective of the assignment is to carry out day to day implementation of the project Environmental and Social Commitment Plan (ESCP), subproject Environmental and Social Management Plans (ESMP), Health and Safety Management Plans (HSMP) as well as to follow-up the implementation of Environmental and Social Management Framework (ESMF) for roads under RISE project. The specialist shall

coordinate with Social Specialist on ESF implementation activities/responsibilities for the RISE project. This work will involve carrying out timely and efficient monitoring of the implementation of the ESCP, and environmental and social management actions for the project.

3.0 SCOPE OF ASSIGNMENT FOR THE ENVIRONMENTAL SPECIALIST

The Environmental Specialist shall ensure TANROADS complies with the provisions of all environmental and social-related documents required under the ESF and referred to the Environmental and Social Commitment Plan (ESCP), such as the Stakeholder Engagement Plan (SEP), Labour Management Procedures, Vulnerable Groups Planning Framework, and Resettlement Planning Framework and Environmental and Social Management Framework (ESMF), which have been prepared for the Project and with specified timelines in the documents, as well as other specific instruments as needed, such as Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs).

The Scope of the Environmental Specialist shall include the following activities: -

- i. Ensure the project-specific Environmental and Social studies (e.g. subproject ESIA and ESMP) adequately address project impacts and risks and propose mitigation measures, monitoring, and institutional arrangement as well as mitigation costs in accordance with the World Bank ESF;
- ii. Incorporate relevant subproject ESF requirements (e.g. subproject ESMP) in the subproject design and bidding documents.
- iii. Review Management Strategies & Implementation Plans (MSIP) to be submitted by bidders and ensure that MSIP adequately address the impacts and risks identified in subproject ESIA and ESMP.
- iv. Ensure project-specific tools such as Contractor ESMP and HSMP as well as traffic management plan are prepared timely and as per Civil Work Contracts;
- v. Supervise the Consultant's and Contractor's Environmentalists on day-to-day implementation activities for the implementation of Environmental and Social Safeguards related to RISE sub-projects;
- vi. Follow up day-to-day implementation of the ESMP, HSMP and ESMF, ESCP for all RISE components and report on a monthly basis as per requirements of the World Bank;
- vii. Follow up the implementation of mitigation measures for road environmental impacts and risks as proposed in the ESMP and HSMP are adequately adhered to

by Contractor(s) and also suggest for adaptive management of proposed project changes or unforeseen circumstances. The agreed adaptive management process is set out in the ESCP.

- viii. Ensure that site-specific Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), and Health and Safety Management Plans (HSMPs) for road projects are prepared by consultants and approved by TANROADS, and that Contractors adhere to these plans throughout the entire project cycle.
- ix. Review and comment on the Monthly, Quarterly and Annual Reports for road projects submitted by Contractors and Supervision Consultants;
- x. Follow up on proper management of natural resources, cultural heritage, Health and Safety, climate change adaptation and mitigation for all RISE sub-projects;
- xi. Follow up on good cooperation between TANROADS, Contractors, supervision consultants, Local, Regional and National Authorities regarding environmental issues, climate change adaptation and natural resources management;
- xii. Follow up on the necessary assessments, recommendations and analysis are undertaken by the Contractor(s) and Consultants during project implementation as recommended by authorities; including the assessment and management of waste dumping sites, borrow pits, sand pits, quarry sites used by the Contractor (s); water quality, air quality and noise pollution; etc;
- xiii. Supervise the Contractor(s) and Consultant (s) environmentalists for project implementation as guided by the ESMF and in-line with specific ESMP and HSMP throughout the project cycle;
- xiv. Follow up on the compliance with the requirements of the Environmental Management Act 2004 and the World Bank Environmental and Social Framework, and the project ESCP;
- xv. Monitor and co-ordinate effective implementation and compliance with the environmental and social safeguards, including visits to inspect project sites, and prepare monitoring reports on projects' environmental and social management procedures and their effectiveness;
- xvi. Review the schedule of Contractor(s) works and proactively provide timely notification to the key stakeholders and the general public prior to the execution of construction works;
- xvii. Monitor Contractor(s) compliance to worker's health and safety by having

appropriate working gear /personal protective equipment.

xviii. Prepare project completion report as per the requirement of the WB and the Client.

4.0 REPORTING

The Environmental Specialist shall report to the Manager of Environment & Social Management. Environmental Specialist shall be responsible for:

- (i) Compiling regular reports on the implementation of project ESCP, including Environmental and social risks and impacts, natural resources, health and safety, cultural heritage, stakeholder engagement and social management for RISE and compile any other special reports relating to specific issues relevant to the scope of works.
- (ii) Preparing monitoring reports on a monthly basis on the implementation of ESMP and HSMP for all sub-projects according to the World Bank and NEMC formats. Reporting shall include concerns raised by stakeholders, potential interested and affected parties and propose mitigation measures;
- (iii) The Environmental Specialist will be required to prepare **Monthly, Quarterly and Annual Summary Reports** on the RISE compliance with the requirements of the project's Environmental and Social Management Plans (ESMPs) and Health and Safety Management Plan (HSMP), and the project ESCP.
- (iv) Ensure outputs are cleared by the Manager for the Environmental and Social section before forwarding to the World Bank and implementation at the site.

5.0 QUALIFICATIONS AND EXPERIENCE REQUIRED

The desired attributes for the position are as follows: -

a) Education:

- (i) The Environmental Specialist shall be a holder of a Degree in Environmental Management, Environmental Science, Climate Change Science, or Environmental Engineering discipline.
- (ii) A Master Degree in the related field is an added advantage.

b) Professional experience:

- (i) He/She must have at least eight (8) years' cumulative experience in addressing environmental and social issues for donor-funded development projects.

- (ii) He/She must have participated in the preparation of Environmental and Social Impact Assessments specifically the preparation and monitoring of the implementation of Environmental and Social Management Plans (ESMPs); Health and Safety Management Plan (HSMP) for at least five (5) Donor Funded Road Projects in the last ten (10) years.
- (iii) The Environmentalist specialist must be computer literate with competency in word processing, spreadsheets, and slideshow program.

c) Language and Regional Experience:

- (i) Must have a working experience of at least three (3) years in developing countries; and
- (ii) Proficiency in written and spoken English is mandatory.

6.0 FACILITIES TO BE PROVIDED BY THE EMPLOYER

The Employer will provide the following facilities to the Environmental Specialist:

- (i). Office accommodation including office furniture and equipment;
- (ii). Work-related transport to project sites;
- (iii). Relevant information and documents necessary for the proper execution of the assignment

7.0 DURATION, PERFORMANCE REVIEW AND TERMINATION

7.1 Duration

The duration of assignment will be 24 Months with possible extension if need arises.

7.2 Performance Review

Notwithstanding Sub-Section 7.1 above, succession of the Services from twelve (12) months to another will be subject to satisfactory performance of the Expert.

8.0 PAYMENT TERMS

- 8.1 The Consultant's salary is negotiable but will not be more than the estimated value per month. A monthly lump sum amount of remuneration per month will include all his overheads, social charges and other associated costs including local transportation within Dar es Salaam and insurance premium costs.
- 8.2 The Consultant shall be responsible for all taxes and duties applicable as per the Government of Tanzania rules and regulations.
- 8.3 In case of travel requirements outside TANROADS HQ and within Tanzania for project-related assignments, the Consultant shall be paid travel expenses in line with the Government rules and procedures.
- 8.4 Payment to the expert in respect of remuneration will not be adjusted for

inflation for the duration of the assignment.

9.0 RESPONSIBILITIES OF ENVIRONMENTAL SPECIALIST

The Environmental Specialist shall be responsible for the following:

- 9.1 All information, data and reports obtained from TANROADS shall be treated as confidential.
- 9.2 All plans, drawings, specifications, designs, reports, other documents and software prepared by the Consultant for TANROADS under this Contract shall become and remain the property of TANROADS, and the Consultant shall, not later than upon termination or expiration of this Contract, deliver all such documents to TANROADS.
- 9.3 Arranging and paying for his/her own accommodation and daily local transport to and from his duty station.

10.0 LEAVE AND WORKING HOURS

10.1 Leave

The Environmental Specialist will be entitled to twenty-eight (28) days paid annual leave during the assignment.

10.2 Working Hours

10.2.1 Ordinary working period starts from 8:00 AM to 4:30 PM commencing Monday to Friday excluding public holidays;

10.2.2 The Consultant will be expected to work on reasonable extra time when the need arises at no additional payment; the Consultant's remuneration shall be deemed to cover for such overtime.

11.0 DUTY STATION

Dar es Salaam (TANROADS HQ offices), Tanzania with field visit as per requirement. (There is a possibility of TANROADS HQ Offices to move to Dodoma mid-way the Contract)