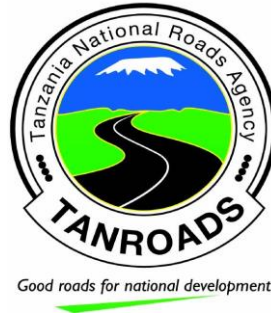


**THE UNITED REPUBLIC OF TANZANIA  
MINISTRY OF WORKS AND TRANSPORT**



**TANZANIA TRANSPORT INTEGRATION PROJECT (TanTIP)  
TERMS OF REFERENCE  
FOR**

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

**SEPTEMBER, 2022**

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

## **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 Transport Integration Project (TanTIP) 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) Lead Environmental Specialist in the fields of environment management related discipline. The Lead Environmental Specialist will be working with the Project Implementation Team (PIT) Project Manager and coordinating with TANROADS Environment and Social Department to manage issues related to ESMP and HSMP implementation and monitoring for the TanTIP 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 roads and airports 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 TanTIP. It is intended that the Lead Environmental Specialist will coordinate environmental and social management responses and capacity strengthening activities in environment 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 and airports projects under TanTIP and to coordinate with the Lead Social Specialist on related ESF implementation activities/responsibilities for TanTIP. This work will involve carrying out timely and efficient monitoring of the implementation of the ESCP, and environmental and social management actions for the road and airport projects.

## **3.0 SCOPE OF ASSIGNMENT FOR THE LEAD ENVIRONMENTAL SPECIALIST**

The Lead 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 Lead Environmental Specialist shall include the following activities: -

- i. Ensure the project specific Environmental and Social studies (e.g. subproject ESIA and ESMP) adequately addresses project impacts and risks and propose mitigation measures, monitoring, 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 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 road and airport projects 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 TanTIP sub-projects;

- vi. Follow up day to day implementation of the ESMP, HSMP and ESMF, ESCP for all TanTIP components and report on monthly basis as per requirements of the World Bank;
- vii. Follow up the implementation of mitigation measures for road and airport 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. Follow up the preparation of site specific ESIA's, ESMPs and HSMP for road and airport projects are approved by TANROADS for implementation by Contractors throughout the project cycle;
- ix. Review and comment on the Monthly, Quarterly and Annual Reports for road and airport projects which 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 TanTIP 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, recommendation 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 schedule of Contractor(s) works and proactively provides 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 gears /personal protective equipment.
- xviii. Prepare projects completion report as per requirement of the WB and the Client.

#### **4.0 REPORTING**

The Lead Environmental Specialist shall report to the PIT Project Manager. Lead 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 TanTIP and compile any other special reports relating to specific issues relevant to the scope of works.
- (ii) Preparing monitoring reports on 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 Lead Environmental Specialist will be required to prepare **Monthly, Quarterly and Annual Summary Reports** on the TanTIP compliance with the requirements of the projects' Environmental and Social Management Plans (ESMPs) and Health and Safety Management Plan (HSMP), and the project ESCP.
- (iv) Ensure close coordination with the Manager of Environmental and Social Section.

## **5.0 QUALIFICATIONS AND EXPERIENCE REQUIRED**

The desired attributes for the position are as follows: -

### *a) Education:*

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

### *b) Working experience:*

- (i) He/She must have at least ten (10) years' cumulative experience in addressing environmental and social issues for development projects.
- (ii) He/She shall have at least five (5) year experience in the infrastructure sector, covering preparation of Environmental and Social Impact Assessments (including biodiversity impact assessment, noise impact assessment, cultural heritage impact assessment), preparation and monitoring of the implementation of Social Management Plans (ESMPs) and Health and Safety Management Plan (HSMP) in infrastructure projects.
- (iii) The Lead Environmental Specialist should 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 Lead Environmental Specialist:

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

## **7.0 DURATION OF SERVICES**

The Lead Environmental Specialist will work for a Contract of 12 months which will be renewable upon satisfactory performance.

## **8.0 PAYMENT TERMS**

- (i) 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.
- (ii) The Consultant shall be responsible for all taxes and duties applicable as per Government of Tanzania rules and regulations.
- (iii) The monthly remuneration shall be deducted Pay As You Earn (PAYEE) tax.
- (iv) 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.
- (v) Payment to the expert in respect of remuneration will not be adjusted for inflation for the duration of assignment.

## **9.0 LEAVE**

The Lead Environmental Specialist shall be entitled for annual leave as per TANROADS Personnel Manual.

## **10.0 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)