



Kingdom of Lesotho
MINISTRY OF SOCIAL DEVELOPMENT
PATHWAYS TO SUSTAINABLE LIVELIHOODS PROJECT (P177814)

Terms of Reference
(TORs) for
SAFEGUARD SPECIALIST

1. Background Information

The Government of the Kingdom of Lesotho through the Ministry of Social Development (MoSD) has secured credit from the World Bank in the amount equivalent to US\$26.5 million toward the implementation of Pathways to Sustainable Livelihood Project (PSLP) for a five (5) year period up to 2027.

The Ministry intends to use a portion of the proceeds of this credit for an individual consultant to act as a Safeguard Specialist to serve as part of a Project Facilitation Unit (PFU) (to be recruited) in the Ministry of Social Development.

2. Background of the Assignment

The project (Pathways to Sustainable Livelihoods Project – PSLP - P177184) funding is expected to help poor and vulnerable Basotho achieve some level of well-being and graduate out of poverty, as well as improving effectiveness and equity of its social assistance programs and delivery systems. The project is composed of the following components:

- Component 1 will support the introduction of an economic inclusion package designed to strengthen beneficiary livelihoods;
- Component 2 will pre-position contingent finance to enable the timely delivery of shock responsive cash transfers, using those same delivery systems, for more efficient shock responses;
- Component 3 will build on the main achievements of the previous Social Assistance Project (P151442) by continuing to strengthen core delivery systems in order to improve the efficiency and equity of the selected social assistance programs; and
- Component 4 includes project management and technical assistance and supports components 1-3.

3. Objectives of the Assignment

The Environmental and Social Safeguards (ESS) specialist (on a part-time basis) function is responsible for overseeing environmental and social policies and procedures, as well as monitoring project activities for compliance with the environmental and social requirements, in line with the World Bank's Environmental and Social Framework. S/he will work with Livelihood Specialist and beneficiaries, as needed, to define steps necessary to address compliance gaps and improve project outcomes, to identify opportunities and to add value proactively, beyond compliance and risk mitigation, and contribute to long-term developmental impact and sustainability. The ESS Specialist will work complying to Government of Lesotho (GoL) and World Bank (WB) policies, principles and goals.

4. Roles and Responsibilities for the Environmental and Social Safeguards Specialist

- Provide technical expertise on key issues related to environmental, social impact assessment and sustainability risks in the implementation and supervision of project operations taking into consideration standard practices
- Help establish an appropriate GRM for the Project, building on MoSD mechanisms and systems already in place;
- Advice on and communicate environmental and social issues, regulatory requirements and other relevant issues to technical staff, regulatory authorities and the public.
- Establish, support and supervise the implementation of environmental and social safeguard processes, based on, but not limited to, Environmental and Social Management Framework (ESMF) and Stakeholder Engagement Plan (SEP) activities.
- Lead, identify, and report on activities with high safeguards sensitivity as well as ensuring that magnitude and significance of risks are minimized
- Work with other safeguards teams to ensure that appropriate resources and capacity are deployed to effectively cover the safeguards documents (ESMF and SEP) of the projects
- Lead monitoring of safeguards policy compliance of PSLP project during implementation
- Design and incorporate into the safeguards plans and project effective and feasible measures to avoid, minimize, and mitigate the adverse environmental and social impacts, and draft relevant project processing documentation.
- Supervise activities to ensure implementation of mitigations measures
- Undertake internal and external consultations with stakeholders in accordance with relevant policies and guidelines

- Contribute significantly to activities for advocacy, knowledge building and dissemination relating to safeguards practices and policies.
- Identify environmental/social risk or issues and develop mitigation measures to ensure compliance with the national policies and good international practices.
- Liaise with the Ministry of Environment, Tourism and Culture (Department of Environment) and other relevant parties on environment management issues if needed;
- Work closely with Livelihood Specialist, as needed, on issues interrelated to safeguards and livelihoods project component, particularly in the context of stakeholder engagement.

5. Qualifications, Experience and Skills

- Master's Degree, or equivalent, in Environmental Science, Biological Sciences, natural sciences, or other related fields.
- A minimum of 5 years working experience as an Environmental, Social or Urban Development Specialist in projects of similar nature.
- technical knowledge in in both environmental and social safeguards processes and compliance
- Experience with GoL and World Bank safeguards policies and requirements will be an added advantage.
- Fluency spoken and written in both Sesotho and English languages is essential.

6. Reporting

The Safeguard Specialist will report to the Project Coordinator, in the PFU, under Ministry of Social Development

7. Location and Period of Execution

The incumbent will be based in Maseru, MoSD offices. Whenever necessary, and as advised by the Project Coordinator, the Safeguard Specialist will travel to the districts and community councils where project activities are being implemented. The assignment shall be for a period of twelve (12) months, on a part-time basis, renewable upon satisfactory performance.

8. Facilities to be Provided by Client

The Ministry of Social Development will provide office space, computer, furniture, data and all services for communication purpose.

9. Selection Arrangement

Selection of the position holder, Individual Consultant, will be in accordance with the World Bank's Procurement Regulations for ICs. Interested candidates must send a letter of expression of interest and suitability for the position as well as a Curriculum

Vitae, certified copies of certificates in English and two reference letters, before 16:30pm on 21/11/2022 to the following addresses:

Ministry of Social Development

P.O. Box A222

MASERU 100

LESOTHO

Tel: (+266 27003549

Email jahoana006@gmail.com with copy to tlatsask@gmail.com

Qualified persons with disabilities and female candidates are strongly encouraged to apply. Applications can be hand delivered or emailed and applications received after the closing date will not be considered.