



Strengthening Social Protection Delivery System Sindh (SSPDSS)  
**SINDH SOCIAL PROTECTION AUTHORITY**  
**SOCIAL PROTECTION DEPARTMENT**  
**GOVERNMENT OF SINDH**

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**Terms of Reference (ToRs)**  
**Environmental & Social Safeguard Specialist**

**Background**

Government of Sindh (GoS), through the Sindh Social Protection Authority (SPA), is implementing the “**Strengthening Social Protection Delivery (SSPD) System in Sindh**” project with the assistance of the World Bank to strengthen social protection service delivery system and enhance accessibility and utilization of mother and child health services in selected districts in Sindh.

The project will support three components, financed through an Investment Project Financing (IPF) instrument, with US\$200 million from the International Development Association (IDA) and US\$30 million from counterpart funding. The Project components are: (a) Strengthen Sindh Social Protection Service Delivery Systems to support the modernization of systems and processes to fully operationalize the newly established Sindh SP Authority and improve its institutional capacity by strengthening the administrative, operational, policy, and planning functions and capabilities, including the development of energy efficient/climate-smart information technology (IT) systems and capacity building through the provision of technical assistance; (b) Mother and Child Support Program (MCSP) focusing on birth and first 1,000 days where risks and needs are high but programmatic responses are weak; the main objective of this component is to create demand for Maternal and Newborn Child-Health (MNCH) services and promote behavioural change to increase uptake of the MNCH services focusing on the first 1,000 days of life through the provision of CCTs in selected districts; and (c) Contingent Emergency Response with zero allocation, providing the Borrower to gain quick access to Bank financing to respond to a crisis or emergency. As part of a comprehensive disaster risk management strategy, the Contingent Emergence Response Component typically provides support for immediate rehabilitation and reconstruction needs.

**Objectives of the Assignment**

In order to achieve the objectives of the project, SPA, being the lead implementing agency for SSPD, is in the process of putting in place the required technical staff under the Project Directorate based in SPA’s Headquarters at Karachi. To that end, SPA requires services of an “**Environmental & Social Safeguard Specialist**” to perform the below mentioned roles and responsibilities. The position will report to Senior Specialist – Gender & Social Inclusion.

**Scope of Functions**

- a. Act as the owner and custodian of the E&S sections in all the strategic documents for the project, including Project Appraisal Document (PAD), Project PC-I, Project

Operations Manual (POM), Project Procurement Strategy Document (PPSD), bidding documents and the Environmental and Social documents, as well as for other initiatives undertaken by the SPA.

- b. In consultation with the PD, SSPD and other project implementing partners, develop a comprehensive mechanism for implementing and compliance monitoring of project's E&S requirements.
- c. Provide guidance to district focal persons and ensure screening of all activities with respect to severity and extent of environmental and social impacts to identify the type of instrument in accordance with the procedure(s) provided in the POM.
- d. Finalize, endorse and sign the filled E&S checklist for each individual project scheme / activity.
- e. Prepare, implement and monitor site specific Environmental and Social Management Plan (ESMP) for SPA Head Office building construction, and for sub-projects involving new constructions that may be included in the project at later stage.
- f. Support the implementation of social and environmental risk mitigation and management.
- g. Review and revise all the E&S and project implementation documents and ensure timely delivery of outputs in line with the PC-I and POM in consultation with the World Bank.
- h. Ensure through regular field visits, discussion with respective focal persons and independent field monitoring that E&S compliance is being done at each site; appropriate mitigation measures are being adopted and properly reported back.
- i. Provide technical advice to project team to ensure sustainable and environment friendly strategies can be incorporated in the project design and subsequent implementation.
- j. Review and update the Environmental and Social section in the Project Operations Manual.
- k. Prepare relevant instruments (environmental and social screening and monitoring checklist/site-specific ESMP).
- l. Play a key role in developing ToRs for procurement of consulting/non-consulting specialist services, technical evaluations of proposals and contract negotiations, as needed. Manage the quality and timeliness of consultant's work with respect to E&S measures, to ensure compliance and adherence to World Bank and Government standards and provide technical review of all draft and final deliverables of these consultants.
- m. Review, if required, contractor's ESMP and supervise implementation of the ESMP for physical investments. This may involve site visits and training site supervisors to undertake environmental and social monitoring and spot checks.
- n. Lead E&S planning and coordination meetings with implementation partners and other stakeholders.
- o. Update and maintain a Stakeholder Engagement Plan for the project. Coordinate stakeholder engagement and consultation activities for the project, manage inputs from other consultants, and IPs. Record communications and ensure all feedback is directed back to the PIU.
- p. Conduct and carry out consultations, focusing on E&S impacts, throughout the project lifespan with the project stakeholders including project affected people particularly

women (being the major project beneficiaries), children, and vulnerable groups including poor, persons with disabilities and transgender.

- q. Develop and maintain an E&S capacity building plan for the project. Provide ongoing training, awareness raising on E&S policies, instruments and roles and responsibilities of the various team members and stakeholders, including field officers and contractors. Maximize transfer of knowledge and expertise in environmental and social management to the Project Directorate and SPA staff through mentoring and other forms of knowledge transfer
- r. Manage responses to environmental or social risks related incidents and major non-compliance issues with permits, E&S instruments, State or National laws and/or World Bank E&S policies.
- s. Monitor implementation of the environmental and social activities of the project and submit monthly progress reports to reporting official.
- t. Guide, coordinate and ensure generating E&S related compliance and monitoring data/reports which are regularly collated, and due diligence is done and well reflected in periodic reporting.
- u. Develop and generate quality E&S compliance reports periodically as appropriate (daily/weekly/ monthly/ quarterly) and share with key stakeholders including provincial government and the WB.
- v. Ensure that complete documentation is maintained for the entire E&S implementation process. This will include, but not limited to, environmental and social screening checklists filled by respectively field staff, ESMPs (if required for individual sub-projects), periodic reports, monitoring and evaluation reports on environmental and social and related aspects; annual third-party validation reports, and project completion report.
- w. Provide technical input and proactively support PD, SSPD on all matters related to environmental and social risks and seek PD's guidance on strategic and policy issues as and when required.
- x. Prepare quarterly progress reports for submission to the World Bank.
- y. Prepare the E&S inputs for the project's final report.
- z. Work with communication team/consultants to develop E&S sensitive IEC material for sensitization and general awareness of the staff/community.
- aa. Help design citizens engagement strategy for the project and ensure regular feedback by project beneficiaries. Accordingly, report on the Beneficiaries Feedback Indicator for the project.
- bb. Liaise closely with the GRM team, and contribute to the development of a practical, relevant and effective GRM.
- cc. Participate in WB missions and meetings to provide feedback on E&S performance of the project.
- dd. Perform any other task required for the successful implementation of the project.

## **Qualifications**

- 16 years of education in Environmental Studies, Sociology, Anthropology, or other relevant subject from a reputed HEC-recognized university. Equivalent foreign qualification from an accredited university/institution shall be accorded due weightage.

## **Experience**

- At least eight (08) years of experience in public sector projects/development projects/emergency assistance and/or social development is required.

## **Skills**

- Good command over written and spoken English and Urdu; command over Sindhi language will be an advantage.
- Proven ability to work in a collaborative, multi-tier team environment

## **Duration**

The consultant shall be engaged for a period of 03 years contract initially and will be renewable on need and satisfactory performances basis.

## **Selection Process**

The selection will be made in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services” November 2020.