

TERMS OF REFERENCE FOR ENVIRONMENTAL SPECIALIST

1. Background

The Government of Uganda (GOU) represented by the Ministry of Water & Environment, and the National Water & Sewerage Corporation (NWSC) have formulated the Integrated Water Management & Development Project (IWMDP) to be financed with a loan from the World Bank.

According to the IWMDP Project Appraisal Document (PAD) and negotiated Financing Agreement, a Project Support Team (PST) shall be established under Component 4 to support the smooth implementation of the Project, and one of the staff required under PST is the **Environmental Specialist**.

2. Objective of the assignment;

The objective of this role is to ensure that the implementation of sub-projects /activities is in conformity with Uganda's environmental policies and laws, and the World Bank (WB) environmental safeguards policies. Special attention shall be paid to risks that can occur before construction, during construction, and when any facility breaks down and mitigation measures before, during and after construction.

3. Reporting;

The position holder will work as an Environmental Specialist for the Integrated Water Management Development Project (IWMDP), reporting to the Project Coordinator (Commissioner – WESLD).

4. Scope of work

The Environmental Specialist shall conduct the activities below in accordance to the Environmental and Social Management Framework (ESMF) and the Project Implementation Manual.

- i. Provide conceptual and operational leadership on the core IWMDP environmental, health and safety (EHS) development activities.
- ii. Serve as a focal point person on EHS issues as part of the Project Support Team of IWMDP and provide support to other implementing departments within MWE and NWSC.
- iii. Develop Terms of Reference (TORs) for Environmental Assessments, including but not limited to Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Environmental Audits, etc.
- iv. Supervise and undertake technical review of Environmental and Social Impact Assessments (ESIAs), Environmental Audits, and Environmental and Social Management Plans (ESMPs) by Consultants, and Contractors, and follow-up on acquisition of any relevant GoU and World Bank Approvals.
- v. Provide guidance on implementation of project mitigation measures as per approved safeguards documents.
- vi. Undertake environmental monitoring and supervision of project works, including development of monitoring checklists, compilation of periodic (quarterly, semi-annual, and annual) progress reports, to ensure compliance with relevant environmental requirements.

- vii. Provide feedback to the Planning and procurement process for the project to ensure that (a) the Environmental, Health and Safety requirements are properly reflected and costed in contract documents, (b) environmental safeguards milestones are included in the contractor's certificates for payment, and (c) conditions of approval for the NEMA certificates and other statutory approvals are well considered, implemented and accordingly advise the MWE and NWSC project implementation teams.
- viii. Undertake capacity development of Consultants, and Contractors during project implementation with respect to planning and implementation of environmental safeguards, including conduct of project awareness, communication and sensitization activities.
- ix. Together with the MWE and NWSC project implementation teams, advise on the establishment and operationalization of project Grievance Redress Mechanism(s).
- x. Undertake reporting preparation of Environmental, Health and Safety incidents linked to the IWMDP following the World Bank Environmental and Social Incident Response Toolkit. Incidents classified as severe (e.g. fatalities and major environmental contamination) shall be reported to the Bank within 24 hours after notification of the incident.
- xi. Act as a link between MWE, National Water and Sewerage Corporation (NWSC), Consultants, Contractors, Communities and respective local governments on environmental matters.
- xii. Review and provide advice on contractors' TORs, proposals and plans for temporary works, camps site, equipment storage yards, quarries, murrum borrow pits, temporary access roads etc.
- xiii. Liaise with relevant authorities, government agencies and ministries to ensure adequate implementation of all requirements in line with World Bank and Ugandan environmental safeguard policies and laws.
- xiv. Where necessary, ensure that relevant Permits are obtained prior to project implementation, including but not limited to Wetlands Use Permit, Forest Permits, Registration of Work-Place (for Camps), Heavy Equipment Certification, Waste Handling Permits, etc.
- xv. Developing training plans and providing training on environment issues during implementation of the project and associated works to the MWE and NWSC project implementing staff, Contractors and other relevant project stakeholders;
- xvi. Coordinating and participating in community engagement and feedback activities aimed at disseminating and sharing lessons learned from the implementation of the project.
- xvii. Perform any other related tasks that may be assigned from time to time.

5. Qualifications and Competences

- i. The Environmental Specialist must have a Masters Degree in Environmental Sciences, Natural Resources Management or a related field from a recognized University/Institution with strong Water and Sanitation background
- ii. Postgraduate qualifications and experience in Environmental Impact Assessment/Environmental Audit (EIA/EA) and monitoring are added advantages.
- iii. A minimum of 5 years' experience in areas of conducting a comprehensive Environment and

Social Impact Assessments and Analyses

- iv. She/He must have significant practical experience with the World Bank safeguard policies and/or IFC Performance Standards evidenced from similar work carried out in the past works.
- v. Registration with NEMA as Environmental Practitioner or an equivalent body for 3-5 years of post-qualification experience
- vi. The Environmental Specialist's summary competencies & functions among others include the following: Understands environmental risk analysis and management; Understands occupation health and safety management; Understands environmental, occupational health, and safety laws, regulations and requirements of Uganda; Identifies safeguard compliance issues and proposes strategies for assuring compliance; Provides sound advice on the design and implementation of mitigation strategies in areas of risk; Understands how environmental safeguards fits into project cycle; Ability to effectively communicate and provide guidance to MWE, NWSC and non-environmental specialists;
- vii. Ability to make timely and quality judgement and decisions
- viii. Computer Literacy in Microsoft applications

6. Performance indicators:

- i. Environment Management and Resettlement Action Plans prepared and conform to the set standards
- ii. Number of risks appropriately identified and mitigated
- iii. Number of projects monitored
- iv. Number of TOR prepared and conform to set standards
- v. Number of project specific ESIA's prepared
- vi. Number of Reviews of draft ESIA reports and adjustments made in line with environmental guidelines, regulations and legislation
- vii. Number of Reports prepared by a given date and circulated to stakeholders
- viii. Number of coordination meetings held

7. Duty Station.

The Environmental Specialist will be stationed at the Ministry of Water and Environment Head Office in Luzira with routine field visits to project construction sites

8. Time frame

The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.

