

Terms of Reference for Environmental Specialist	
Project Name	Damal Caafimaad Project
Job Title:	Environmental Specialist
Duty Station:	Somaliland, Hargeisa
Individual/Firm:	Individual
Reporting to:	Senior Project Coordinator
Deadline:	
Ref No.:	SO-MOHD-374401-CS-INDV

The Ministry of Health Development (MoHD) of the Government of Somaliland (GoSL) invites suitably qualified individuals to apply for the position of Project Implementation Unit (PIU) **Environmental Safeguards Specialist** (PIU-ESS) with the Improving Essential Healthcare Services in Somaliland (“Damal Caafimaad”) Project, funded by the World Bank and the GoSL. Female Candidates are strongly encouraged to apply for the position.

1. BACKGROUND

The MoHD is implementing Damal Caafimaad Project with financing from the International Development Association (IDA) of the World Bank Group. The 18 Months project will expand and contribute to delivering the Essential Package of Health Services (EPHS 2023) implementation aimed at improving the coverage of essential health and nutrition services in project areas and strengthening the stewardship of the MoHD of Somaliland at regional and national levels. The Damal Caafimaad Project, funded by the World Bank, has three key components:

- (a) Expanding the coverage of a prioritised EPHS in selected geographic areas.
- (b) Strengthening the Government’s stewardship to enhance service delivery.
- (c) Project Management, M&E, Knowledge Management, and Learning.

The Project will focus on expanding an essential package of high-impact health and nutrition services across the population in the project target region(s) within available resources and service delivery capacity. Also, the project aims to develop the capacity of the district, regional and National offices of the MoHD to act as stewards of the health sector.

Component one (1) will finance the delivery of a subset of essential health and nutrition interventions outlined in the EPHS, focusing on communicable diseases, maternal and child health, non-communicable diseases, and other primary healthcare services to address the leading causes of mortality and disability in Somaliland.

Component two (2) will support the development of the government’s stewardship capacities at the district, regional and national levels of the MoHD in areas such as health management information systems, data use, public financial management, contract management, health financing, private sector development and regulatory reforms, and organisational development.

Component three (3) will support day-to-day project management, including coordination, administration, communication, management, procurement, M&E, and dissemination of project activities at district, regional and national levels. In addition, a zero-cost component known as a Contingency Emergency Component (CERC) will provide immediate surge funding in a public health

emergency, such as a disease outbreak, is included if the need to reallocate funds arises. This component will only be triggered in the case of a public health emergency and when specific actions, as agreed by the Government and World Bank.

2. SCOPE OF WORK AND RESPONSIBILITIES

Reporting to the PIU Senior Project Coordinator, the Environmental Specialist (PIU-ES) is responsible for providing oversight and technical support to the PIUs in preparing documentation and monitoring and reporting on environmental safeguards implementation. This includes:

- a. Monitoring compliance with environmental safeguards and reviewing environmental impact assessments incorporating requirements for environmental mitigation of risks and impacts).
- b. Procuring technical assistance to conduct environmental screening and scoping of project activities.
- c. Supervising the working of the established project grievance redress mechanism(s) at the national level.
- d. Monitoring the use and effectiveness of the Project grievance redress mechanism(s).
- e. Providing oversight and leadership to conduct work at the regional level.

The PIU-ESS is expected to perform the following tasks:

- Familiarisation with the Environmental and Social Framework (ESF) of the World Bank.
- Familiarisation with project's Environmental and Social Framework (ESF) documents, including, but not limited to, the Environmental Management Framework (ESMF), the Stakeholder Engagement Plan (SMP), the Labour Management Procedures (LMP), Environmental and the Infection Control and Waste Management Plan (ICWMP) for the project.
- Identify all environmental risks and mitigation measures per the World Bank's Environmental and Social Framework to ensure they are incorporated into the environmental risk management instruments and oversee their preparation and updates as necessary.
- Provide technical support to the PIU in:
 - Screening and assessing the environmental risks and impacts of the proposed project activities.
 - Reviewing mitigation and enhancement measures for environmental risks and impacts proposed by the PUI.
 - Providing guidelines/instruments to the PIU to prepare safeguards documents in compliance with World Bank safeguards policies.
 - Monitoring the implementation of environmental safeguards and assessing the efficacy of mitigation measures in compliance with World Bank safeguard policies and international best practices.
- Provide technical oversight to consultants Environmental Specialists at the PUI in the preparation of environmental safeguard instruments, including site-specific and ICWMPs
- Ensure the legal and binding commitments for prudent management of project-level environmental risks and impacts are implemented.

In undertaking the assignment, The PIU-ES will work closely and collaborate with the Technical Team of the World Bank, the PIU, regional teams, relevant line Ministries and Agencies.

3. DURATION OF ASSIGNMENT

The PIU-ES will be engaged full-time and is expected to commence the assignment on for 12 months, with a 6 months probation period. The contract is renewable annually, subject to satisfactory performance.

Engagement can cover 18 months, subject to project need and annual performance review with an intermediate performance evaluation in the first three months of services rendered. Terms of Reference and a detailed work plan with agreed targets will be used to evaluate performance.

The Environmental Safeguards Specialist recruitment should follow the World Bank's and government's procurement guidelines.

4. REPORTING

The PIU-ES will report to the Senior Project Coordinator of the PIU in the MoHD, collaborate closely with the PIU team and regional teams, and liaise with the World Bank Environmental Specialist.

5. QUALIFICATIONS

The PIU-ES will possess the following qualifications:

- Minimum bachelor's degree in public health, Environmental Science, Natural Resources Management, Waste Management, Ecology, or other relevant fields.
- Minimum of five experience years of professional work experience. Three years in environmental impact assessments, environmental audits, legal and policy review, and formulation of project action plans for environmental safeguard management, preferably projects financed by international donor agencies, including the World Bank.
- Conversant with relevant national environmental laws.
- Knowledge and experience of ICT-based Office applications and tools (word processing, spreadsheets and data processing, PowerPoint)
- Knowledge and experience of the World Bank's Environmental and Social Framework and operations and the specific context of Somaliland or in fragile and conflict situations are considered an asset.
- Excellent analytical, communication, writing, presentation/facilitation, and editorial skills
- Ability to collaborate effectively with other team members, contribute productively to the team's work and output and demonstrate respect for different points of view.
- Ability to work independently, with little supervision, and plan and effectively manage complex long-term projects.
- Having research, risk assessment monitoring and innovation capacity related to environmental science.
- Excellent written and oral communication of English and Somali.

6. COMPETENCIES

- **Leading and innovating:** Apply critical thinking to current approaches, identify areas for improvement and try new solutions that deliver results. Inspires and influences others to drive innovation.
- **Drive for results:** Assumes personal responsibility and responsibility to meet deadlines and achieve agreed results and has the personal organisation to do so. Defines challenging goals and continually seeks improvement. Acts as a trusted strategic consultant, partnering with employees to deliver results. Understands the most pressing challenges of stakeholders and contributes to solutions.

- **Collaboration within and between teams:** Contributes productively to work and team performance. Keeps others informed to ensure integration and significant results. Exhibits a sense of reciprocity and respect and resolves conflicts productively. Seeks and listens to other people's opinions to inform their decisions and share information openly.
- **Creates, applies, and shares knowledge:** Contributes to an environment where knowledge is created, applied, and shared transparently. Contributes to the unit's body of knowledge, applying lessons learned and experience. Actively invests in self-knowledge and seeks feedback. Builds personal and professional networks inside and outside the work group.
- **Discernment and analytical decision-making: Searches** and analyses facts, data and lessons learned to support sound and logical decisions about the work of one's own and others. Shows initiative when necessary and makes timely decisions.

7. WORK LOCATION

The PIU-ES will be based in the Project Coordination and Implementation Unit (PIU) to be established within the MoHD, with site visits to health facilities to support project understanding and implementation as needed. The duty station is the MoHD in Hargeisa, Republic of Somaliland.

8. TERMS AND CONDITIONS

1. The Ministry of Health Development of the Government of Somaliland shall make and provide the following to the Environmental Specialist:
 - Relevant documents, data, procurement documents and information required for the execution of the project
 - When necessary, assign counterparts to assist the Environmental Specialist in executing assigned duties
 - Office space and equipment for carrying out the assignment
 - The Environmental Specialist shall not accept any courtesies/invitations offered from any parties other than the direction of the Ministry of health Development Somaliland.
2. Documents or data provided by the Government of Somaliland for this project shall be considered confidential and should not be disclosed to any party.
3. The Environmental Specialist shall not be a potential conflict of interest, will undertake the assignment with the highest professional standards and will exercise confidentiality in the discharge of the assignment.

To ensure impartiality, the PIU-ES must not in any way be affiliated with business entities that are currently providing or are seeking to provide goods and services to the Project.