TERM OF REFERENCE (TOR)

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)

**Social Safeguard Specialist to support the Program Implementation Unit at the Ministry of Innovation and Technology**

**The Federal Democratic Republic of Ethiopia**

Digital Ethiopia Foundations Project

Position: Social Safeguard Specialist

Ref. No: ET-MINT-234130-CS-INDV-2

Organization: PIU at MInT

Project: Ethiopia Digital Foundations Project

Location: Addis Ababa

Duration: 12 months, with a possible extension

Salary: Based on the MoF Directive to set the Project Salaries

Expected Start Date: July 2022

1. **Background**

In May 2021, the Government of Ethiopia and the World Bank Group signed the financial agreement for the *Ethiopia Digital Foundations Project* (Digital Foundations). Digital Foundations is a USD 200 million, five-year initiative (2021-2026) focused on laying the building blocks for Ethiopia’s transition to a digital economy. The project pursues a holistic and multi-sectoral approach to digital development through five components.

1. **Context and objectives**

The objective of this assignment is to support and provide the PIU with technical advice on social safeguard issues that are under the scope of the Digital Foundation Project including the Beneficiary Institutions and ensure that the EDFP ESMF is fully implemented in the project life cycle.

1. **Scope of Services, Tasks, and Expected Deliverables**

Specific tasks to be carried out by the Social Safeguard Specialist include but are not limited to the following components:

**Essential Duties:**

* Responsible for the overall project Social Risk Management arrangements of the project/subproject and will ensure the compliance of the project/subproject to the World Bank ESS and the national ES guidelines, laws, and regulations throughout the project/subproject life cycle.
* Understand and implement the Environmental and Social Management Framework (ESMF) in all subproject activities in the beneficiary Institutions as per agreements/requirements.
* Participate, coordinate, and support the processes of E & S screening, review, and approval as depicted in the ESMF, and oversee its smooth implementation including advice to partner and beneficiary institutions on the procurement of consultants for any required ESIA studies.
* Coordinate with the federal EPA and regional EFCCC on a regular basis to support the implementation of ESMF.
* In collaboration with the Environmental Specialist and PIU team organize and conduct a capacity-building program on social risk management to raise awareness among ES focal persons, officials of project implementation, Beneficiary/stakeholder institutions, and technical and management officers.
* Coordinate with the project beneficiary and stakeholder institutions to ensure the project’s compliance with the ESMF, RPF, and all resettlement aspects of the project.
* Communicate with the project beneficiary and stakeholder institutions to ensure gender mainstreaming, GBV action plan, GRM process and procedure, and SEP in the implementation of project activities.
* Handle and implement grievances and conflicts that arise during the project implementation on all project components and handle them based on the framework and using the GRM resolution procedures for disputes.
* In collaboration with the project coordinator and environmental specialist participate in the GRM processes and procedures.
* Provide specific technical advice on the mitigation measures implementation on subprojects activities for the subproject implementers.
* Spearhead/coordinate the commissioning of an independent consulting firm to carry out the Project ES performance audit on an annual basis.
* Participate in the preparation of ToR and undertake a review of full or preliminary ESIA/ ESMP and RPF.
* In collaboration with appropriate bodies initiate and carry out the periodic inspection of the implementation of the mitigation measures and RPF principles in the subprojects.
* Prepare and submit quarterly biannual, and annual social safeguard performance reports of the project to the PIU, PSC, and the World Bank.
* Work closely with Environmental Safeguard Specialist and coordinate common activities for implementation, monitoring, and reporting.

1. **Required Qualifications**

The qualification and experience required for an applicant who would like to apply for the service should possess the following minimum criteria:

* At least a master’s degree in a field relevant to social sciences, preferably in sociology/ social developments or social anthropology.
* At least 5 years of experience in social development.
* Demonstrated experience in large-scale development project management at various levels of social management activities, preferably for partner-funded infrastructure projects.
* Participated in ES management tools development such as preparation and management of Environmental and Social Impact Assessments, Environmental and Social Management Plans, Environmental and Social Monitoring Plans, Resettlement Action Plans, Construction Environmental, and Social Management Plan and Resettlement Policy Framework.
* Excellent interpersonal and communications skills; and
* Demonstrated ability to work productively in a team setting.
* Willingness to travel frequently nationwide to support/manage the implementation of the Framework, carry out stakeholder consultations, and monitor/supervision projects,
* Knowledge of the country’s legal process on GBV issues land acquisition and population displacement,
* Work experience as a social specialist in/ with World Bank funded activities and knowledge of the World Bank ES standards and requirements will be an advantage,
* Fluency in English and Amharic languages
* The candidate must have the highest levels of personal integrity, and a reputation for a transparent and systematic work style; and
* The candidate must be able to work under pressure situations, to meet demanding deadlines.

1. **Duration of Services:**

The consultant will be hired full-time initially for the contract period of twelve (12) months with a possibility for extension based on performance and business needs.