

FEDERAL GOVERNMENT OF SOMALIA - MINISTRY OF HEALTH
IMPROVING HEALTHCARE SERVICES IN SOMALIA (“DAMAL CAAFIMAAD”) PROJECT
Project Management Team (PMT)

Terms of Reference for Environmental Safeguards Specialist - South West

Duration: [DATE] to [DATE]

The Ministry of Health (MoH) of the Federal Government of Somalia, in close collaboration with the Ministry of Health of South West State of Somalia, invites suitably qualified individuals to apply for the position of **Environmental Safeguards Specialist** (South West MOH) with the Improving Healthcare Services in Somalia (“Damal Caafimaad”) Project, funded by the World Bank and the Government of the Federal Republic of Somalia. The ideal candidate will be self-motivated with excellent organizational skills.

I. BACKGROUND

The Government of the Federal Republic of Somalia, through the Ministries of Health of FGS and FMS, is implementing the **Improving Healthcare Services in Somalia** under the (Damal Caafimaad) Project, with financing from the International Development Association (IDA) of the World Bank Group. The four-year project will expand the delivery of the Essential Package of Health Services (EPHS 2020) aimed at improving the coverage of essential health and nutrition services in project areas and strengthen the stewardship of the Ministries of Health in Somalia.

The Environmental Safeguards Specialist position will be a full-time contracted staff position, assigned to the Project Management Team (PMT) of the Federal Member State Ministry of Health in project target areas. The Environmental Safeguards Specialist will be responsible for providing technical support to the PMT in the preparation of environmental safeguards documentation and monitoring and reporting on environmental safeguards implementation.

The Damal Caafimaad Project, funded by the World Bank, has three key components: (i) Expanding the coverage of a prioritized EPHS in selected geographic areas; (ii) Strengthening Government’s stewardship to enhance service delivery; and (iii) 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 project target regions within available resources and service delivery capacity, and also aims to develop the Federal and State Ministries of Health capacity to act as stewards of the health sector. Component one (1) will finance the delivery of a set of essential health and nutrition interventions outlined in the Essential Package of Health Services (EPHS) 2020 with a focus on communicable diseases, maternal and child health, non-communicable diseases, and other primary health care services, to address the leading causes of mortality and disability in Somalia. Component two (2) will support the development of government’s stewardship capacities at both the Federal and FMS levels in areas such as health management information systems, data use, public financial management/ contract management/ health financing, private sector development, and regulatory reforms, and organizational 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 both FGS and FMS levels. In addition, a zero cost component known as a Contingency Emergency Component (CERC) will provide immediate surge funding in the event of 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 certain actions, as agreed by the Government and Bank teams, are met.

II. SCOPE OF WORK AND RESPONSIBILITIES

Reporting to the PMT Project Manager and technically collaborating with the PCIU Senior Environmental Specialist at the Federal Ministry of Health in Mogadishu, the PMT Environmental Safeguards Specialist is responsible for providing technical support to the PMTs in the preparation of environmental safeguards documentation and monitoring and reporting on environmental safeguards implementation. This includes: (i) Monitoring compliance with environmental safeguards and developing environmental impact assessments incorporating necessary environmental mitigation measures); (ii) Procuring technical assistance to conduct environmental screening and scoping of project activities; (iii) Setting up and monitoring grievance redress mechanism(s), especially for occupational health and safety matters; (iv) Monitoring the use and effectiveness of the Project grievance redress mechanism(s); and (v) Carrying out regular review and assessment of the functioning of environmental mitigation measures.

The Environmental Safeguards Specialist is expected to perform the following tasks:

- Familiarization with project documents including Environmental Management Framework (EMF), Environmental and Social Commitment Plan (ESCP), and the Infection Control and Waste Management Plan (ICWMP) for the project
- Provide technical support to the PMT in (i) Screening, scoping, and assessing the environmental risks and impacts of the proposed project activities; (ii) Recommending mitigation and enhancement measures for environmental risks; (iii) Taking the lead in the preparation of, consultations on, and updating of safeguards documents in compliance with World Bank Environmental and Social Framework (ESF); (iv) Monitoring the implementation of environmental safeguards and assessing the efficacy of mitigation measures, in compliance with World Bank ESF and international best practices, and (v) Conducting capacity needs assessment on the implementation of environmental mitigation measures by health facilities supported under this project
- Provide technical oversight to consultants /contracted NGOs in preparing environmental safeguards instruments, and ensure Safeguard consultants have full information on the project and the PMT staff feed into the development of the instruments so that they are owned by the PMT and mainstreamed into the design of the project
- Implement the ESCP, and ensure active communication of implementation progress to the FGS Project Implementation and Coordination Unit and the PMT Manager.
- Lend technical support in the preparation of Environmental and Social Assessment and Management Plans (ESAMPs), which will include area-specific ICWMPs for health facilities, capturing waste volumes and categories expected from the health facilities, in addition to field-level data collection
- Conduct consultative meetings with relevant project stakeholders to discuss site-specific environmental issues relevant to the project and incorporate the feedback from the participants on environmental concerns, potential impacts, and recommended mitigations measures into the environmental instruments prepared
- Prepare periodic progress reports on the management of environmental risks and impacts at the operational level

In undertaking the assignment, the Environmental Safeguards Specialist will work closely and collaborate with the Technical Team of the the PCIU, PMTs, relevant line Ministries and Agencies, and the Federal and State Ministries of Health.

III. DURATION OF ASSIGNMENT

The Environmental Safeguards Specialist will be engaged on a full-time basis and is expected to commence the assignment on [DATE] for an initial period of 12 months, with a trial period of 6 months. The contract is renewable annually subject to satisfactory performance.

Engagement can cover four years 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 as the basis to evaluate performance.

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

IV. REPORTING

The Environmental Safeguards Specialist will report to PMT Manager at South West level and to the PCIU Senior Environmental Specialist in the Federal Ministry of Health and work in close collaboration with the South West PMT's Social Safeguards Specialist.

V. QUALIFICATIONS

The Environmental Safeguards Specialist will possess the following qualifications:

- Bachelor's degree in Environmental Science, Natural Resources Management, Waste Management, Ecology or other relevant fields. Having master's degree is an added advantage.
- Minimum of 5 years relevant professional work experience in environmental impact assessments, legal and policy review, and formulation of project action plans for environmental safeguard management in projects financed by international donor agencies (preferably the World Bank).
- Conversant with relevant national and state environmental laws
- Knowledge and experience of ICT-based Office applications and tools (word processing, spreadsheets and data processing, PowerPoint)
- Knowledge and experience of World Bank's Environmental and Social Framework and operations and the specific context of Somalia or in fragile and conflict situations considered an asset
- Excellent analytical, communication, writing, presentation/facilitation, and editorial skills in English; Somali language skills an asset
- 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 and with little to no supervision, ability to plan and effectively manage complex, long-term projects

VI. 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 organization 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 in a productive way. Seeks out and listens to other people's opinions to inform their own decision and share information openly.
- **Creates, applies, and shares knowledge:** Contributes to an environment in which 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 workgroup.
- **Discernment and analytical decision-making:** Searches and analyzes 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.

VII. WORK LOCATION

The Environmental Safeguards Specialists will be based in the PMT within the South West Ministry of Health, with site visits to health facilities to support project understanding and implementation on an as-needed basis.

VIII. TERMS AND CONDITIONS

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