

FEDERAL GOVERNMENT OF SOMALIA - MINISTRY OF HEALTH
IMPROVING HEALTHCARE SERVICES IN SOMALIA (“DAMAL CAAFIMAAD”) PROJECT
Project Coordination and Implementation Unit (PCIU-FMoH)
Terms of Reference for PCIU Environmental Safeguards Specialist

Duration: [DATE] to [DATE]

The Ministry of Health (MoH) of the Federal Government of Somalia (FGS) invites suitable qualified individuals to apply for the position of **PCIU Environmental Safeguards Specialist** (PCIU-FMoH) 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 Federal Ministry of Health, is implementing the ***Improving Healthcare Services in Somalia*** (“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 PCIU Environmental Safeguards Specialist position will be a full-time contracted staff position, assigned to the Project Coordination and Implementation Unit (PCIU) of the Federal Ministry of Health of Somalia. The PCIU Environmental Safeguards Specialist will be responsible for providing technical support to the PCIU on 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 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 Senior Health Programme Coordinator in the Project Coordination and Implementation Unit at the Federal Ministry of Health in Mogadishu, the PCIU Environmental Safeguards Specialist is responsible for providing oversight and technical support to the PCIUs in the preparation of environmental safeguards documentation and monitoring and reporting on environmental safeguards implementation. This includes: (i) Monitoring compliance with environmental safeguards and reviewing environmental impact assessments incorporating requirements for environmental mitigation of risks and impacts; (ii) Procuring technical assistance to conduct environmental screening and scoping of project activities; (iii) Supervising the working of the established project grievance redress mechanism(s) at the FMS level; (iv) Monitoring the use and effectiveness of the Project grievance redress mechanism(s); and (v) Providing oversight and leadership to the conduct of work by the FMS Environmental Specialists (part-time).

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

- Familiarization with the Environmental and Social Framework (ESF) of the World Bank
- 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
- Identify all environmental risks and mitigation measures as per the World Bank's Environmental and Social Framework and ensure they are incorporated into the environmental safeguards instruments and oversee their preparation. Environmental safeguards instruments will include: the Environmental Management Framework including a EMF for CERC activities, a Stakeholder Engagement Framework, Labour Management Procedures, an Environmental and Social Commitment Plan, Security Management Procedures, developed by consultants experienced in these areas and employed by the Federal Ministry of Health, as well as the Infection Control and Waste Management Plan
- Provide technical support to the PCIU and to the FMS PMT part-time Environmental Specialists in: (i) Screening, scoping and assessing the environmental risks and impacts of the proposed project activities; (ii) Reviewing mitigation and enhancement measures for environmental risks and impacts proposed by the PMTs; and (iii) Providing guidelines/instruments to the PCIU and FMS PMTs in the preparation of safeguards documents in compliance with World Bank safeguards policies; and (iv) Monitoring 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 and part-time Environmental Specialists at the PMT in the preparation of environmental safeguard instruments, including site-specific Environmental and Social Assessment and Management Plans (ESAMPs) and ICWMPs
- Ensure that the legal and binding commitments for the prudent management of project-level environmental risks and impacts, as enumerated in the project's Environmental and Social Commitment Plan, are implemented

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

III. DURATION OF ASSIGNMENT

The PCIU 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 a period of 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 detailed work plan with agreed targets will be used as the basis to evaluate performance.

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

IV. REPORTING

The PCIU Environmental Safeguards Specialist will report to the Senior Health Programme Coordinator of the PCIU in the Federal Ministry of Health and work in close collaboration with the FMS PMT's part-time Environmental Specialists and liaise with the World Bank Senior Environmental Safeguards Specialist.

V. QUALIFICATIONS

The PCIU Environmental Safeguards Specialist will possess the following qualifications:

- Advanced degree in Public Health, Environmental Science, Natural Resources Management, Waste Management, Ecology or other relevant fields
- Minimum of 7 years relevant professional work experience in environmental impact assessments, environmental audits, 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
- Having research, risk assessment monitoring and innovation capacity related to environmental science.

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 in a transparent way. 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 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 PCIU Environmental Safeguards Specialists will be based in the PCIU within the Federal Ministry of Health, with site visits to health facilities to support project understanding and implementation on an as-needed basis. The duty station is Ministry of Health in Mogadishu, Somalia.

VIII. TERMS AND CONDITIONS

1. The Federal Ministry of Health shall make and provide the following to the PCIU Environmental Safeguards Specialist:
 - Relevant documents, data, statistics and information required for the execution of the project
 - When necessary, assign counterparts to assist the PCIU Environmental Safeguards Specialist in executing assigned duties
 - Office space and equipment for carrying out the assignment
 - The PCIU 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 the purpose of this project is shall be considered confidential and should not be disclosed to any party.
3. The PCIU Environmental Safeguards Specialist shall not be a potential conflict of interest, will undertake the assignment with the highest professional standards and exercise confidentiality in discharge of the assignment.

4. To ensure impartiality, the PCIU 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.