**JOB ADVERTISEMENTS FOR THE POSITION OF ENVIRONMENTAL SPECIALIST**

**Background**

In March 2022, the Government of Sierra Leone (GoSL) signed a financing agreement with the World Bank for the Productive Social Safety Net and Youth Employment Project (PSSNYE). The PSSNYE is an Investment Project Finance (IPF) of US$40.0 million with an expected project implementation period of five years ending June 30, 2027. The Project will provide much needed technical and financial support to the GoSL to advance the agenda of social protection and jobs.

The Project Development Objective (PDO) of the PPSNYE is: “to improve access to social safety nets and income generating opportunities for targeted beneficiarie*s”.* The project, implemented by the National Commission for Social Action (NaCSA), consists of activities continuing from the Social Safety Net Project (SSN) as well as new ones such as the provision of Economic Inclusion Support, entrepreneurship support package and activities implemented in new settings such as public works in urban areas.

To support the delivery of its services to communities across the country as required by the Government of Sierra Leone and funding donors, National Commission for Social Action (NaCSA) is recruiting a qualified, committed and experienced person for the position of Environmental Specialist with a scope of services as provided below.

**Scope of Services**

The purpose of the assignment of the Environmental Specialist is to support National Commission for Social Action (NaCSA), Ministry of Youth Affairs (MoYA), National Youth Commission (NaYCOM), National Social Protection Secretariat (NSPS), Anti-corruption Commission (ACC) and Statistics Sierra Leone (Stats SL) to design and implement environmental standards under the project. S/he will also provide any other environmental risk management support including environmental impact assessment and reporting. The Specialist will ensure that the project complies with the necessary obligations, in line with national and World Bank’s Environmental and Social Framework (ESF). S/he will also support subproject contractors engaged to provide services for the construction works, public greening activities, and agricultural activities, infrastructure upgrading and services on ensuring environmental safeguards are addressed in their designs and during execution and promote the use of climate resilient design approaches to promote the resilience and sustainability of the project.

The Environmental Specialist will ensure general oversight over environmental safeguards instruments prepared during the project. Her/his responsibilities will include:

* Support National Commission for Social Action in assessing project activities for potential adverse environmental impacts as well as planning and implementing impact mitigation measures;
* Work with, advise, and supervise project consultants to undertake Environment and Social Assessments studies, and design Social and Environmental Management Plans (ESMPs) in line with the project’s Environmental and Social Management Framework (ESMF) as required to manage and reduce project-related environmental risks;
* Develop and implement systems and processes for environmental safeguards due diligence under the project and ensure their adequacy and compliance at all levels;
* Provide technical guidance during the implementation of sub-projects and monitor the implementation of ESMPs and making sure that implementation is satisfactory and consistent with the relevant environmental assessment (EA) laws of Sierra Leone and the World Bank ESF;
* Support the PCU in the review of documentation pertaining to environmental compliance (including bidding documents, reviews on-site, reports from contractors, etc.) during project implementation;
* Initiate and undertake environmental due diligence prior to commencement of works and liaise with the Project the Social Safeguards Specialist to address pertinent community-related issues;
* Work closely with CSOs and Social Safeguards Specialists, engineers, contract management specialist, as well as PCU and implementing partners to ensure all relevant environmental safeguards standards are reflected in bidding documents, and respected by contractors;
* Carry out environmental implementation support to ensure that project operations are carried out in accordance with sound environmental management practices and legal agreement, including consultation and reporting requirements;
* Supervise and monitor the implementation of ESF instruments by contractors;
* Monitor and ensure compliance with ESF requirements and environmental safeguard policies throughout the project life;
* Ensure adequate environmental safeguards records and documentation are kept, with adequate documentation of stakeholder consultations on issues;
* Ensure environmental considerations are included in all works being implemented in the project, and integrate disaster and climate resilient design approaches in the design and implementation of the project;
* Prepare the monthly, quarterly, periodic and annual progress/monitoring reports on operational activities related to environmental issues of the project;
* Ensure that the reporting and permitting conditions for each project as stipulated by the Environment Protection Agency – Sierra Leone (EPA-SL) are strictly adhered to;
* Provide inputs as needed to the preparation of Annual Work Plans and supports the PCU in preparation of procurement plans; and
* Undertake any tasks assigned by the Project Coordinator for the achievement of the overall project objectives.

**Reporting**

The Environmental Specialist will report directly to the Project Coordinator and liaise with all other PCU staff as needed.

**Duration of the Assignment and Performance**

The start date of the contract will be December2022, or soon thereafter. The contract duration will be year inclusive of a period, renewable as may be necessary until the closing date of the project. The successful candidate is expected to work / Full Time, five days per week, within Freetown, Sierra Leone, except where situations demand travel outside the project area. Thirty-five (35) days of leave per year will be granted, accumulated on a pro-rata basis.

The success of the Environmental Specialist will be judged by the delivery of the Required Outputs and abiding by the agreed implementation timetable for the project components and sub projects. At the end of the probation period, the Environmental Specialist will be interviewed on his/her performance and will be given grading and guidance to improve.

**Qualifications/specialized knowledge and experience required**

**A. Academic qualifications**

The candidate should have an advanced degree (at least Masters) in Environmental Management/Science, Environmental/Civil Engineering, Natural Resources Management, or another relevant field.

**B. Experience**

* At least 7 years of experience in Environmental Safeguards compliance and monitoring;
* At least 5 years of direct relevant experience in environmental safeguards issues in Sierra Leone is desired;
* Knowledge and experience in the EPA-SL environmental assessment regulations and guidelines desired;
* Knowledge and experience of World Bank procedures, especially ESF, World Bank EHS Guidelines and Environmental Assessments;
* Familiarity of the project area will be an added advantage;
* The candidate must be computer literate, with high proficiency in computer software operations (Microsoft Word, Excel, Power-Point and data-base management etc.);
* Strong communications and presentation skills with an advanced proficiency to speak and write in English is required;

Strong aptitude and proven record of working with teams that include support staff, professional staff, and development partners;

* A record of prioritizing and managing time to deliver high priority and top-quality products. This ability must be coupled with a tolerance of and capability to manage significant uncertainties in the work program and to undertake a range of tasks simultaneously;
* Strong interpersonal and diplomatic skills with capacity to interact effectively with a range of stakeholders;
* Ability to work independently with minimal supervision;
* Willing to conduct field visits as required throughout the project life-cycle.

**Professional Competencies**

* Ability to read and write excellent English and produce project reports in English for regular and continuous presentations to World Bank staff;
* Ability to guide and deliver the range of environmental safeguards management activities required by the project;
* Ability to interact with staff in the relevant implementing agencies. Effectiveness in analysing and resolving project implementation issues;
* Familiarity with the relevant Government procedures and regulations;
* High level of computer literacy, including Word, Excel, email and the internet;
* Strong communication skills and good interpersonal relations.

**Mode of Application**

All applications in writing should be accompanied by up-to-date Curriculum Vitae (CV) and supporting documents with the names and addresses of three referees, one of which should be the last or current employer and addressed to:

Director, Admin and Human Resources

12 – 14 Charlotte Street

**Or**

By E-mail, applications with copies of relevant attachments be made to: [elmajohnson@nacsa.gov.sl](mailto:elmajohnson@nacsa.gov.sl)

Please indicate clearly on the envelop (in the case of hard copy application) or in the email subject heading and attachment (in the case of electronic applications) the post for which application is made.

**QUALIFIED AND EXPERIENCED WOMEN ARE STRONGLY ENCOURAGED TO APPLY.**

**Closing Date**

The Closing Date and time for receipt of applications is **12th February 2023.**

**Only short-listed candidates will be contacted.**