



Terms of Reference

Social Safeguard Specialist (CRESAP)

Background

The Government of Belize (GOB), with financing from the World Bank has embarked on a five (5) year project titled 'Climate Resilient Sustainable Agriculture Project (CRESAP)' which aims to increase agricultural productivity and the adoption of climate-smart agricultural approaches among project beneficiaries and respond effectively to an Eligible Crisis or Emergency event. The Project will help farmers employ climate resilient agricultural practices and technologies; integrate profitable smallholder participation into the development of select crop and livestock products included but not limited to (maize, onions, sweet peppers, beef cattle, sugarcane) and will provide support to agricultural producers, with a particular emphasis on individual smallholder farmers who are transitioning to more commercial production, while also supporting more established commercial farmers and farmer associations that wish to adopt climate-smart practices to improve the sustainability of their enterprises. In addition, the Project will strengthen the capacity of selected agricultural institutions to assist farmers in adopting CSA approaches.

The World Bank's Environmental and Social Framework (ESF) sets out the World Bank's commitment to sustainable development. The ESS set out the mandatory requirements that apply to the Borrowers, such as the Government of Belize, and the respective development projects and includes a set of guidelines and instructions to foster efficient and effective identification and mitigation of potentially adverse social impacts that may occur in the development projects.

The Climate Resilient and Sustainable Agriculture Project (CRESAP) will support GOB by increasing agricultural productivity and the adoption of climate-smart agricultural approaches among Project Beneficiaries and respond effectively to an Eligible Crisis or Emergency event.

The GOB intends to apply part of the proceeds of this financing towards hiring a suitable qualified PROJECT STAFF – SOCIAL SAFEGUARD SPECIALIST

The GOB has appointed the Belize Social Investment Fund (BSIF) as the implementing agency for the project.

BSIF is seeking to recruit an individual to fill a position of **Social Safeguard Specialist**.

The Social Safeguard Specialist will work closely with the Water Management and Climate Change Coordinator in the Ministry of Agriculture, Food security and Enterprise (MAFSE) and will be supervised by the Project Coordinator (PC) of the CRESAP PIU.

SCOPE OF WORK

The Social Safeguard Specialist will be responsible for the social risk management during CRESAP's entire implementation and provide support to the MAFSE and the Project Implementation Unit (PIU) through due diligence assessment of the Project's potential environmental risks defined within the Environmental and Social Framework (ESF). These instruments describe procedures, assessments, mitigation measures, and monitoring actions to ensure that the potential social and environmental risks and impacts are adequately addressed in a manner acceptable to the Bank.

QUALIFICATIONS AND EXPERIENCE

Minimum Mandatory Requirements *(Required)

Qualifications

Professional with a Bachelor's degree in Anthropology, Sociology, Applied Social Science, Agro-ecology or Sustainable Development.

General Experience

At least four (4) years of relevant professional experience in Social safeguards/standards work, including the development and implementation of Social safeguards/standards instruments (Environmental Impact Assessments, Environmental and Social Impact Assessments, Environmental and Social Management Plans, etc.) (max 30 points)

If these minimum requirements are not met, the candidates will not be considered for the process

Additional Requirements (Desirable)

Specific Experience

- Experience in Social safeguards/standards work in agriculture development projects; (max 25 points)

- Knowledge and experience working with World Bank Safeguards/Standards Policies and instruments; or with similar standards and policies of other multilateral development institutions. (max 25 points)
- Experience working with internationally funded projects (e.g. World Bank, IDB, CDB, EU etc.) (max 20 points)

Minimum total points required to be considered for the assignment is 75 points.

SPECIFIC RESPONSIBILITIES INCLUDE:

The Social Safeguard Specialist will employ a collaborative and direct approach to ensure that project/program concepts are complementary to national agendas, as well as regional and international frameworks, and to coordinate inputs from stakeholders to include social standards regulations within the development of innovative, transformative, and impactful project/program proposals.

- a. Undertake, Revise and Update Social Assessments and develop associated Environment and Social Management Plans (ESMPs) to ensure compliance with ESF requirements and relevant regulations of the GOB.
- b. Lead and coordinate the planning and development of the project's Social Standards, Land Use Management Plans (LUMP), Social and Environmental Plans (SEP), involuntary resettlement and/or indigenous people's policies and provide support for grievance and redress mechanism during project implementation.
- c. Manage the inclusion, implementation, and evaluation of social safeguard mechanisms within Programs/Projects specific the MAFSE's interests and report on projects with high safeguards sensitivity.
- d. Oversee and pilot the proposals toward various financing channels for their successful acceptance and funding.
- e. Contribute to the evaluation, improvement, and dissemination of MAFSE's Social Standards policies.
- f. Lead and coordinate the planning, development, and training of MAFSE technicians in Social Standards, Labor Management, Involuntary Resettlement and/or indigenous people's policies.
- g. Lead and provide operational coordination and specific inputs to MAFSE's projects to ensure compliance with social standards policies during project preparation and implementation.

- h. Contribute to the evaluation, improvement, and dissemination of MAFSE's safeguards policies.
- i. Collaborate with the assigned social specialist to ensure proper management of overall E&S risks of the Project.
- j. Review the adequacy of the Participating Financial Institutions (PFIs) Environmental and Social Management Systems (ESMS) to manage social risks and impacts associated with subprojects in line with the ESF, and ESS9 in particular.
- k. Support the PFIs in screening, assessing, and reviewing the potential E&S risks and impacts of the proposed CSA activities, in accordance with the PFI ESMS.
- l. Conduct site visits to assess the adequacy of the environmental mitigation measures, including occupational health and safety, waste management and biodiversity aspects during Project implementation and propose follow up measures where required.
- m. Prepare consolidated regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the overall Project in line with the E&S Commitment Plan (ESCP).
- n. Develop and implement E&S procedures for managing and monitoring contractors and subcontractors.

PERFORMANCE CRITERIA:

The Social Safeguard Specialist will be reviewed against, but not limited to the following:

- Quality and timeliness of documents prepared
- Effectiveness of any assistance and guidance provided to achieve efficiency and effectiveness in the successful completion of the project
- Helps colleagues work effectively with stakeholders in different contexts and from diverse backgrounds and project situations
- Draws upon international best practice in exploring solutions with stakeholders
- Confirms the stakeholders' understanding and agreement before progressing
- Draws on own and others' multi-country experience to identify viable courses of action when conducting analyses
- Highlights possible solutions for project issues based on relevant multi-country and/or multiclient experience
- Overcomes unexpected difficulties and challenges to produce desired outcomes
- Checks the audience's level of understanding and awareness of required follow up actions

- Independently amends and clarifies messages and documents
- Actively supports work improvement and/or organizational change by work and deed
- Recommends inputs to new policies, systems, and processes in immediate work area

TERMS OF ENGAGEMENT:

The procurement method for this assignment is Open Competitive Selection of Individual Consultants in accordance with World Bank's Procurement Regulations for IPF Borrowers (July 2016) (Procurement Regulations), and is open to all eligible individuals as defined in the Procurement Regulations. The process of Individual consultancy entails circulation of the Request for Expression of Interest (REOI), evaluation of the CVs received in response to the REOI, and inviting the best qualified candidate for the Negotiation phase. Negotiations shall include discussions of the TOR, the methodology of work, Borrower's inputs, and special conditions of the contract. These discussions shall not substantially alter the original scope of services under the TOR or the terms of the contract. Thereafter, the proposed contract price will be finalized in the draft contract for approval by the World Bank and the Office of the Contractor General.

The successful applicant must be able to communicate fluently (verbal and written) in the English language, and shall be engaged on a **full-time basis** under a **renewable two (2) years contract** and payments will be done on monthly basis upon submission of invoice. The individual consultant shall be **stationed at the MAFSE Office**, National Agriculture and Trade Show Grounds, Belmopan.