

TERMS OF REFERENCE FOR ENVIRONMENTAL SPECIALIST UNDER IRRIGATION FOR CLIMATE RESILIENCE PROJECT (ICRP)

1. BACKGROUND

The Government of Uganda (GOU) represented by the Ministry of Water and Environment (MWE) has received financing from the World Bank towards the cost of the implementation of the Irrigation for Climate Resilience Project (ICRP). The project development objective (PDO) is to provide farmers in the project areas with access to irrigation and other agricultural services, and to establish Operation and Maintenance arrangements for irrigation service delivery. The 6-year project will be implemented by MWE.

The Irrigation for Climate Resilience Project (ICRP) aims to support the Government of Uganda (GoU) in the shift towards more resilient agriculture through the development of sustainable irrigation services. The project intends to address Uganda's climate change vulnerabilities by: (i) promoting adoption of irrigation by small farmers, in synergy with other agriculture inputs and technologies; (ii) increasing water storage capacity; (iii) promoting drainage; and (iv) promoting sustainable catchment management. Through the introduction of irrigation services, combined to the provision of extension services and facilitated access to agri-inputs, farmers are expected to record more stable and higher yields, increase intensification (by cropping also during the dry season), and diversification (by introducing higher value crops). This change will be pulled by the market, with irrigation becoming the anchor for stronger producer organizations and development of value chains. The project recognizes the need to explore a range of irrigation models adapted to local needs.

The ICRP Project Implementation arrangements require a Project Support Team (PST) to be established under Component 3 to augment the MWE Staff capacity for the smooth implementation of the Project. One of the staff required under the PST is the **Environmental Specialist**.

MWE now invites suitably qualified individuals, with qualifications and experience as detailed below to apply for the position of an **Environmental Specialist**. The successful candidate will be required to commence work as soon as possible. The assignment shall be for a period of two years subject to probation period of six months, and renewable subject to satisfactory performance.

2. OBJECTIVE OF THE ASSIGNMENT

The objective of this role is to ensure that the implementation of sub-projects /activities is in conformity with Uganda's environmental policies and laws, and the World Bank (WB) environmental safeguards policies. Special attention shall be paid to risks that can occur before construction, during construction, and when any facility breaks down and mitigation measures before, during and after construction.

3. RESPONSIBILITIES AND TASKS

In accordance with the project objectives, the Environmental Specialist shall conduct the activities below in accordance to the Environmental and Social Management Framework (ESMF) and the Project Implementation Manual.

- i. Coordinate closely with the project team, consultants, contractors, implementing partners MAAIF and NFA in planning and managing safeguards on the project;
- ii. Provide necessary technical assistance to facilitate the implementation, management and Monitoring of environmental safeguards;
- iii. Ensure environmental and social due diligence is carried out for each sub-project as soon as technical design and scope have been defined, as outlined in the safeguards instruments;
- iv. Provide coordination support to review environmental assessment documents and liaise with the World Bank for clearance;
- v. Provide support to manage the consultants hired to undertake environmental and social assessments, where applicable, and provide coordination support with implementation partners;
- vi. Prepare additional technical guidelines, if necessary, to support the safeguards instruments in order to strengthen the implementation of environmental safeguards;
- vii. Ensure adequate public consultation during the preparation of safeguards instruments as defined by the safeguard frameworks and Project implementation Manual;
- viii. Hold regular safeguards review meetings with consultants, contractors, implementing partners and carry out regular site visits to monitor implementation of the safeguards instruments;
- ix. Supervise and undertake technical review of Environmental and Social Impact Assessments (ESIAs), Environmental Audits, and Environmental and Social Management Plans (ESMPs) by Consultants, and Contractors, and follow-up on acquisition of any relevant GoU and World Bank Approvals.
- x. Provide guidance on implementation of project mitigation measures as per approved safeguards documents.
- xi. Undertake environmental monitoring and supervision of project works, including development of monitoring compilation of periodic (quarterly, semi-annual, and annual) progress reports, to ensure compliance with relevant environmental requirements.
- xii. Undertake capacity development of Consultants, and Contractors during project implementation with respect to planning and implementation of environmental safeguards, including conduct of project awareness, communication and sensitization activities.
- xiii. Together with the project implementation teams, advise on the establishment and operationalization of project Grievance Redress Mechanism(s);

- xiv. Act as a link between project implementation teams, Consultants, Contractors, Communities and respective local governments on environmental matters.
- xv. Liaise with relevant authorities, government agencies and ministries to ensure adequate implementation of all requirements in line with World Bank and Ugandan environmental safeguard policies and laws.
- xvi. Developing training plans and providing training on environment issues during implementation of the project and associated works to the project implementing staff, Contractors and other relevant project stakeholders;
- xvii. Perform any other related tasks as may be assigned by the project coordinator.

4. PERFORMANCE INDICATORS

- i. Number of Environment Management and Resettlement Action Plans reviewed
- ii. Number of monitoring visits carried out
- iii. Number of safeguards supervision reports prepared
- iv. Number of project specific ESIA reports prepared
- v. Number of Reviews of draft ESIA reports and adjustments made in line with environmental guidelines, regulations and legislation
- vi. Number of Reports prepared by a given date and circulated to stakeholders
- vii. Number of coordination meetings held
- viii. Number of safeguards reports reviewed and approved by the Bank

5. QUALIFICATIONS AND EXPERIENCE

- i. The Environmental Specialist must have a Master's Degree in Environmental Sciences, Natural Resources Management or a related field from a recognized University/Institution with strong Water and Sanitation background
- ii. Postgraduate qualifications and experience in Environmental Impact Assessment/ Environmental Audit (EIA/EA) and monitoring are added advantages.
- iii. A minimum of 5 years' experience in areas of conducting a comprehensive Environment and Social Impact Assessments and Analyses
- iv. She/He must have significant practical experience with the World Bank safeguard policies and/or IFC Performance Standards evidenced from similar work carried out in the past works.
- v. The Environmental Specialist's summary competencies & functions among others include the following: Understands environmental risk analysis and management; Understands occupational health and safety management; Understands environmental, occupational health, and safety laws, regulations and requirements of Uganda; Identifies safeguard compliance issues and proposes strategies for assuring compliance; Provides

sound advice on the design and implementation of mitigation strategies in areas of risk; Understands how environmental safeguards fits into project cycle; Ability to effectively communicate and provide guidance to project implementing teams

- vi. Ability to make timely and quality judgement and decisions
- vii. Computer Literacy in Microsoft applications

6. REPORTING

The Environmental Specialist for the Irrigation for Climate Resilience Project (ICRP) shall report to the Project Coordinator.

7. DUTY STATION

The Environmental Specialist will be stationed at the Kampala, Uganda

8. TIME FRAME

The assignment shall be for a period of two years subject to a probation period of six months, and renewable subject to satisfactory performance.