

Terms of Reference: Social Risk Management Specialist



REPUBLIC OF UGANDA

Investing in Forests and Protected Areas for Climate Smart Development Project (IFPA-CD)

Terms of Reference for: Social Risk Management Specialist

(Twenty-four months - renewable)

1. Introduction

The IFPA-CD project is jointly developed and implemented by Ministry of Water and Environment (MWE) as the Lead Agency and Ministry of Tourism, Wildlife, and Antiquities (MTWA). The project implementation period is 6 years and it seeks to improve sustainable management of forests and protected areas and increase benefits to communities from forests in target landscapes.

The project geographical area includes the Albert Rift and West Nile, with focus on target protected areas (7 National Parks, 4 Wildlife Reserves, 28 Central Forest Reserves) and 18 refugee host districts. The performance-based subsidy scheme for private plantation development under Component 2 will be national in scale.

The project is structured in four main components namely; i) Improved management of forest protected areas; ii) Increased revenues and jobs from forests and wildlife protected areas; iii) Improved landscape management in refugee hosting areas; and, iv) Project Management and Monitoring. Details of project activities and implementation arrangements are provided in the Project Appraisal Document (PAD) and Project Implementation Manual (PIM).

The project objective will be achieved by undertaking integrated interventions by MWE, MTWA, Uganda Wildlife Authority (UWA), National Forestry Authority (NFA) and targeted District Local Governments (DLGs).

3. Objectives of the Assignment

The primary objective for engaging services of a Social Risk Management Specialist in implementation of IFPA-CD is to support social risks management of all project activities.

4. Key duties and responsibilities

Reporting to the National Project Coordinator but working under the overall technical direction of the Commissioner, DESSS, the Specialist will undertake the following tasks:

- a. Oversee Social issues pertaining to the IFPA-CD, ensuring project compliance with commitments expressed in the Environmental and Social Commitment Plan.
- b. Oversee the design, implementation and monitoring of Social mitigation measures stipulated in the project's ESMF (including Labor Management Procedures), Process Framework, and Vulnerable and Marginalized Groups Framework.
- c. liaise with the Environment and Social Safeguards focal points in MWE (DESSS) and IFPA-CD Implementing agencies to ensure consistency in compliance with ESMF across project and targeted project sites.
- d. Support the implementing agencies in carrying out social screening and subsequent preparation of the required social instruments for the proposed civil works consistent with ESMF Guidance. If it is determined that an ESIA is required, then this shall be prepared by the entity and submitted to NEMA for review and approval.
- e. Provide timely advice to the MWE/DESSS and project Implementing Agencies in regards to any Social issues arising out of implementation of the project or changes in social risk rating that would require due attention.
- f. In collaboration with the Environmental Specialist, support all project implementing agencies in ensuring adequate stakeholder engagement consistent with the project Stakeholder Engagement Framework.
- g. Assist and ensure consistent and proper documentation on consultative processes, summarize this information for key documents and store this information in a well-organized manner that facilitates ease of access and response to public comments or queries at later stages in the IFPA-CD implementation.
- h. Design and operate a tracking system to ensure that Social risks are monitored systematically across the project and reported as part of regular project reporting requirements. The Specialist will produce quarterly and annual reports (as per ESMF).
- i. In collaboration the Environmental Specialist, support and monitor performance of the project Grievance Redress Mechanism and maintain the centralized log of all grievances and feedback received.
- j. In collaboration with the Environmental Specialist, support the Capacity Building efforts of PCU, User departments in MWE, UWA and NFA on social risk management as per ESMF guidance.
- k. The Specialist will work as an integral team member of the Project Coordination Unit in collaboration with Environmental Specialist and with all implementing agencies for the project. As part of the project team, s/he will participate in World Bank implementation support missions and meetings, project mid-term review and project completion reporting.

5. Required skills, competencies and experience

The specialist should be a sociologist with experience with community consultations and the vulnerable and marginalized groups and should have the following skills, competencies and experience:

- a. At least a Bachelor's Degree in Social Sciences, Social Work and Social administration, Development Studies or related fields.
- b. Ten years of relevant professional experience on Social and social risk management / safeguards.
- c. Familiarity with key institutions and local context in environment, forestry, wildlife and rural development in Uganda.
- d. Demonstrated expertise in and experience applying the World Bank's safeguards policies or Uganda's National Safeguards policies relating to environment, health and safety, community rights, rights of minorities, citizen engagement in natural resources management, gender, equal opportunities and inclusiveness, etc.
- e. Broad understanding of social and economic issues related to community development, the forest and wildlife and natural resources sectors in Uganda, including awareness of risks and benefits to forest-dependent (Batwa) and local communities and investments in forest and wildlife protected areas.
- f. Experience in conducting (not just organizing) public consultations with Vulnerable and marginalized Groups is desirable.
- g. Ability and willingness to travel to project locations.
- h. Demonstrated capacity for strategic thinking as well as practical problem solving.
- i. Excellent written and verbal communication skills in English.
- j. Knowledge of local languages spoken in Western Uganda and West Nile is desirable.

6. Reporting

The Social Specialist will report to the National Project Coordinator.

7. Duration

The duration of the position is 6 years. The Social Risk Management Specialist will be recruited for an initial period of twenty-four (24) months, with a probation period of 6 months. The contract period may be extended as required to ensure the implementation of the IFPA-CD and depending on satisfactory performance of the Specialist and availability of funding.

8. Remuneration

Salary will be commensurate with qualifications and experience

9. Facilities and information to be provided by the client

The Specialist will work within the Project Coordination Unit based in MWE. Adequate office furniture and equipment will be assigned to the specialist.

10 Performance Indicators

- a. Satisfactory project compliance with commitments expressed in the Environmental and Social Commitment Plan.
- b. Sound and functional system for implementing and monitoring/tracking and reporting on Social mitigation measures stipulated in the project's ESMF, Labour Management Procedures, Process Framework, and Vulnerable and Marginalized Groups Framework.
- c. Technical backstopping to Implementing Agencies, User Departments in MWE and Districts in compliance with Social Safeguards requirements and procedures, Stakeholder Engagement Framework and seeking NEMA's review and approval where applicable.
- d. Timely briefs and reports on Safeguards issues for attention by MWE/DESSS and Implementing Agencies.
- e. Timely and quality reports, briefs and documentation on Stakeholder consultative processes, that facilitates ease of access and response to public comments or queries at later stages in the IFPA-CD implementation.
- f. Good quality quarterly and annual reports of project performance or compliance with Social safeguards (as per ESMF).
- g. A centralized log of all social grievances and feedback provided by the Project or Implementing Agencies, User Department under MWE, Districts and TSPs.
- h. Effective support and engagement in project coordination, steering, coordination, supervisory and review/evaluation processes.