



# Liberia Sustainable Management of Fisheries Project (LSMFP)

## National Fisheries & Aquaculture Authority

P. O. Box 10-1384  
United Nations Drive, Bushrod Island  
1000 MONROVIA 10, LIBERIA



### REQUEST FOR EXPRESSION INTEREST (INDIVIDUAL CONSULTANCY)

Preparation Advance No. IDA V3100

PROJECT ID: P172012

**Subject: Request for Expression of Interest (REOI) for provision of Consulting Services to prepare grievance redress mechanism for project communities**

**Reference No.: LR-NAFAA-162611-CS-INDV**

**Assignment Title: A Feedback and Grievance Redress Mechanism (FGRM) Consultancy**

The government of Liberia through the National Fisheries and Aquaculture authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”. The project development objective (PDO) is to improve the management and utilization of selected fisheries. The objective of this terms of reference is to recruit an individual consultant who will prepare a feedback and grievance redress mechanism (FGRM) for the Project.

The objective of this assignment is to prepare a Feedback and Grievance Redress Mechanism (FGRM) for the LSMFP that will develop communication channels among various stakeholders and establish grievance redress mechanism to be implemented by the Social Development Specialist of the Project Implementations Unit (PIU). This Feedback and Grievance Redress Mechanism (FGRM) is designed consistent with the LSMF project for the establishing two ways communication with stakeholders, engage citizen to benefit maximum and maximize the project benefits for people and country. It will also facilitate safeguarding and mitigating potential adverse impacts of project activities on fishing communities and other stakeholders and maximizing project benefits for fisheries. The FGRM is also in fulfillment of the requirement of the World Bank environmental and social standards (ESS5) for establishing and implementing a feedback grievance redress mechanism (FGRM) in accordance with ESS10 as early as possible in project development to address specific concern of the affected people based on assessment of potential risk to fisheries- dependent communities and other stakeholders.

The National Fisheries and Aquaculture Authority (NaFAA) now invites eligible individual consultants to indicate their interest in performing the Services. Interested Individual Consultants should provide updated Curriculum Vitae (CV) and relevant documents indicating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria includes the following qualifications:

- Preferably a Master's degree or equivalent in Law, Environmental Law, Environmental Science, Sociology, Social Anthropology, Environmental Economics, Natural Resources Management or Communication and Journalism & related scientific disciplines;
- Minimum – a Bachelor of Law, Environmental Law, Environmental Science, Sociology, Social Anthropology, Environmental Economics, Economics, Natural Resources, Communication & Journalism
- At least 8 years of extensive working experience in environmental or social safeguards, establishing/working for GRM in community, policy development; with a proven record of experience in preparation of FGRM for natural resource project;
- Active involvement in international environment and social safeguard application is advantageous.

Specific Knowledge:

- Knowledge on World Bank Safeguard policies, procedures and practice is desirable;
- Knowledge of local Social Development and Environmental Legislation;
- Knowledge of MS Office (Word, Excel, PowerPoint).

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites:

- a) [www.nafaa.gov.lr](http://www.nafaa.gov.lr)
- b) [www.emansion.gov.lr](http://www.emansion.gov.lr)
- c) [www.moa.gov.lr](http://www.moa.gov.lr)

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated July 2016, revised November 2017, and August 2018, setting forth the World Bank's policy on conflict of interest. Please refer to paragraph 3.17 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank's website at <http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/brief/procurement-newframework> .

An Individual Consultant will be selected in accordance with the **Individual Consultant Selection (ICS)** method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours, i.e. 0900 to 1600 hours GMT.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **Wednesday July 1, 2020 @ 4:00PM GMT**

**Liberia Sustainable Management of Fisheries Project (LSMFP)**

**Attn: The Project Coordinator**

**Mesurado Pier, Freeport of Monrovia**

**Monrovia, Liberia**

**Tel: +231777823890/0770532901**

**E-mail: [ysubah@nafaa.gov.lr](mailto:ysubah@nafaa.gov.lr) ,**

**Cc: [kpelewahj100@gmail.com](mailto:kpelewahj100@gmail.com) , [maakundusiah@gmail.com](mailto:maakundusiah@gmail.com)**

**Note: Applicant MUST indicate in the email subject, the Title of the Position he/she is applying for**

## **Terms of Reference: A Feedback and Grievance Redress Mechanism (FGRM) Consultancy**

### **1.0 Introduction**

The government of Liberia through the National Fisheries and Aquaculture authority (NaFAA) has received support from the World Bank Group toward the preparation and implementation of the, “Liberia Sustainable Management of Fisheries Project (LSMFP)”. The project development objective (PDO) is to improve the management and utilization of selected fisheries. The objective of this terms of reference is to recruit an individual consultant who will prepare a feedback and grievance redress mechanism (FGRM) for the Project.

### **2.0 Background**

Liberia has a coastline of some 590km, a relatively narrow shelf with an average width of 31km, and total Economic Exclusion Zone (EEZ) of around 18,400km<sup>2</sup>. The coastline of Liberia is dotted with fish landings sites but, from North to South, four large clusters are located around the large towns of Robertsport, Monrovia, Buchanan and Harper.

The main oceanic pelagic resources are tuna and tuna-like species such as bonito and marlin. The shelf is slightly narrower in northern waters and rather broader in the south, where it virtually provides the starting point for the Gulf of Guinea. Unlike the coastal regions to the north such as Sierra Leone and Guinea, Liberia is not affected by the upwelling effects of the Canary Current, which therefore limits its productivity, although it does receive heavy seasonal discharges from the numerous rivers and their estuaries; these provide productive conditions for shrimp fisheries. The lack of upwelling does not favour the production of the small pelagic sardine-like species so plentiful further north but, nevertheless, they are sufficiently prolific as to provide a significant element in the fishery.

The artisanal fishery is estimated to provide a means of livelihood for about 33,120 full-time fisher folk and processors in both marine and inland waters, about 61% of whom are Liberians and 60% females. The Liberians are mainly Kru and the foreigners are mainly Fanti and Popoe fishers who migrated to Liberia from Benin, Ghana and Cote D’Ivoire, with recent additions of Gambian and Senegalese fishermen in Cape Mount County. Grand Kru County with 35 landing sites and Sinoe County with 30 have the largest number of landing sites and are dominated by indigenous fisher folk, but land substantially less fish annually than Grand Cape Mount County with 14 sites and Grand Bassa County with 18 sites; a reflection of the smaller boats used by indigenous fisher folk.

The government of Liberia with support from the World Bank through the West Africa Regional Fisheries Program (WARFP) has rebuilt the fish stocks to recovery status thus significantly increasing landings by artisan fishers. In order to further harness the benefit from the resources to increase revenues, improve income and food security, the Government of Liberia is seeking further assistance from the World Bank Group to support ‘**Sustainable Management of**

**Fisheries in Liberia**, with the objective to improve the management and utilization of selected fisheries. The proposed project has the following key objectives:

1. Improving management of selected fisheries
2. Improving handling of fish and fish products
3. Support to Aquaculture, and
4. Project management

In order to achieve sustainable management of the fisheries sector in Liberia, several objectives will be pursued, including: (i) strengthening capacity of relevant institutions in Liberia responsible for fisheries management, including improving information required for the decision making in managing fishery resources; (ii) developing facilities for handling, processing and storage and mechanisms for improving market access through certification, branding, etc.; (iii) supporting artisanal and community-led fisheries management; (iv) improving benefits to women from the management and use of fisheries resources; and (v) supporting efforts to develop aquaculture research, development and extension. Moreover, relevant aspects of coastal zone management such as wetlands/mangrove management and rehabilitation, near-shore solid waste (especially plastic) pollution management will be included.

The intervention will support construction and rehabilitation of infrastructures under project components 1, 2 and 3. The construction of offices for NaFAA on existing site under component 1, improvement of the Robertsport Landing Cluster and rehabilitation of the Klay Fish hatchery under components 2 & 3 will require an ESMP. Construction of landing sites and fish handling & processing infrastructure at yet to be selected sites in the coastal counties will require ESMF, while construction of the integrated canoe landing site at Mesurado will require a full ESIA, including baseline information and RAP. RPF and GRM will be developed for all project sites. Compensation packages under the RAP will not be financed by the project.

Coordination and implementation of the project will be through the project implementation unit (PIU) of NaFAA. The PIU will coordinate the implementation of all subprojects, working with relevant stakeholders.

### **3.0 Scope of the Project.**

The project's focus would be on strengthening capacity and institutions of Liberia responsible for fisheries management, improving information required for the decision making in managing fishery resources, developing facilities and mechanisms for handling fish catch and fish products, including through the construction of the Mesurado integrated fisheries hub and four community landing & post-harvest infrastructures, and supporting government's efforts to develop aquaculture. One of the project priorities will be to support community-led fisheries management, offering options to add value to raw fish products and address some of the gender gaps.

The project will be implemented through the following components:

### **3.1 Component 1: Improving management of selected fisheries**

#### **3.1.1 Sub-component 1.1. Institutional strengthening and capacity building**

This sub-component will support ongoing reforms of key aspects of the sector's institutional, policy and legislative regimes, and also strengthen and equip national and subnational fisheries institutions with capacity to sustainably manage the sector and fisheries resources. The component will also support enhancing cooperation and coordination mechanisms and capacity building across the various sector actors. Specifically, this component will support among others (i) Development and implementation of new fisheries policies and associated regulatory instruments including a vigorous Communication, media and publicity campaign; (ii) the harmonization of fisheries policies and legislation (particularly those related to fishing licensing, close seasons, MPAs, etc.) with other sectoral policies; (iii) Strengthening of NaFAA's technical and administrative capacity and functions through the construction and equipping of a headquarter building to provide adequate work environment; (iv) peer-to-peer knowledge sharing and study tours/workshops/conferences/internships; (v) mobilize regional technical expertise to support the implementation of project-funded national and community-level activities; (vi) Support Master Degree and PhD training of NaFAA staff in selected areas of specialization to improve the human resource capacity and management of the fisheries sector; and (vii) Support the establishment of Fisheries program at the University of Liberia.

#### **3.1.2 Sub-component 1.2. Improving management of Selected Fisheries**

This sub-component will sustain and enhance the national fisheries reform results obtained during the WARF-P project and prepare Liberia for the long-term goal of sustainable fisheries sector growth led by the private sector and embracing stronger and sustained participation by fishing communities. The project will provide support towards the sustainable management of the sector and fisheries resources. Project funds would provide support to the management of fisheries resources and fleet through (i) strengthening of National Fisheries and Aquaculture Authority (NaFAA) Monitoring, Control, and Surveillance (MCS) capacity through training of staff and improving the observer program; (ii) specialized training on MCS technology, data sharing and analysis; (iii) enhancing functionality of national monitoring center; (iii). conducting fisheries stocks assessment in the Liberian coastal waters to value the available resources and better planning of the balance between conservation and commercial fisheries sector development) (iv) develop fishery management plans for both Marine and inland fisheries improve the inland fishery management. Also, the component will focus on the management of fleet by supporting (v) Strengthen compliance through monitoring and inspection at at sea, at port, and beach combing such as vessels inspections at sea, at port, and beach combing, surveillance activities and provision of equipment, devices and gears for observer program ; (vi) improving the national vessel registry by strengthening registration, marking and licensing regime and improving its reliability and consistency; and (vii) piloting of alternative fishing vessels, gears and technologies such as fiber glass, outriggers, etc..

#### **3.1.3 Sub-Component 1.3. Support to management of information on fisheries.**

1. This sub-component will (i) develop and establish a fisheries management and information system including dashboard, a digitalize data collection, supporting statistics system by using cellphone apps; an on-line marketing platform, license processing in real time and generation of Quick Response(QR) code for license authentication, Enterprise Resource Planning (ERP), etc; (iii) scale-up the use of Automatic Identification System (AIS) technology (THE SCALE UP

INCLUDES the purchase of additional AIS technology, subscription of airtime, establishing a platform for managing and processing the information received and technical support and training), taking lessons from successful pilot applications carried out in Robertsport and West-Point in Liberia, to collect landing data on daily basis. Also, AIS technology can help improve safety at sea for small-scale fishing vessels and curtail IUU fishing by enabling monitoring activity at sea. In addition, the AIS Class B technology, can track fishing routes; (iv) conduct training on VMS and AIS data analysis and reporting; and (vi) strengthen the NAFAA website to provide public information and feedback on fishing management including licensing, infraction report; and (vii) upgrading the Fisheries Monitoring Center(FMC)

**3.1.4 Sub-Component 1.4 Support to community-led fisheries management.** Under this pillar the project will seek to empower fishing communities with the capacity to better manage local fishery resources and become active participants in the process of inclusive and sustainable development through collaboration with other donors. Specifically, this pillar will (i) support construction of offices to support the establishment of co-management and co-administration mechanisms between CMAs and LAFA; (ii) provide logistics and equipment such as motor cycles, mobile devices, community science toolkits, etc., to support an improvement on community surveillance as there are reported cases of fish smuggling without correct documentation in the border areas and illegal fishing activities in the artisanal sector; and (iii) Coastal zones management, including mangrove reforestation and conservation in selected coastal communities.

## **3.2 Component 2: Improving handling of fish and fish products**

**3.2.1 Sub-component 2.1.** Strengthening national post-harvest value systems. This sub-component will support (i) t Arranging credit line to provide fishing equipment and gears for artisanal fisheries and semi-industrial vessels, including fiber glass semi-industrial vessels for piloting in in selected coastal counties); (ii) expansion of the NaFAA office at the Mesurado pier to create additional work space for project and NaFAA technical staff; including vessel servicing facilities; repair and maintenance quays, slipways, docks, the supply of fuel, freshwater, ice, bait, food, space for gear maintenance and storage, and stocks of spare-parts. Fuel and lubricating oil supplies should be at a separate nearby location to avoid contamination and for safety reasons. This including Navigation aids. They are aids to warn the crew, of the hidden dangers such as submerged rocks, limits of approach channels and sand bars, etc. Floating buoys, Navigation lights on breakwaters, piers, dolphins and other objects projecting into the channel and Lighthouses are some of the common navigation aids. (iii) construction/expansion of the fishery hub at the Mesurado pier which is under development in Monrovia to provide for a semi industrial and artisanal fish landing site with shore facilities for fish auction, processing and marketing, and provision for private sector investment in ice production and chill storage including road rehabilitation/construction. Facilities will include a quay, central fish market, processing area, sanitation, landing pontoons, ice plant, chill stores etc.; (iv) financed community fisheries landing site improvements are also planned at Buchanan, Greenville, Rivercess and Harper to construction or rehabilitation basic infrastructure to provide better landing sites, markets, toilets, water facilities, and post-harvest processing facilities in selected communities, perhaps feeder roads construction ; (v) value-addition to enhance market access and shelf-life perhaps including Fish Meal, Fish Oil and Canning Plants; (vi) product branding and certifications to adhere to standards and sustainability requirements; and;

**3.2.2 Sub-component 2.2. Support focused on women.** As women are important players in the fisheries sector in Liberia, particularly in the post-harvest sector, the project will have specific activities to support women and women entrepreneurship development, including financial management such as (i) helping set up women associations as part of the CMA structure to increase their voice as a stakeholder in the fisheries sector including developing women leadership skills; (ii) providing training and demonstration on better product handling, especially in fish smoking and drying technology as well as packaging to enhance shelf-life; (iii) providing training in business development and book-keeping; ; Setting up micro-finance for developing women owned businesses in the fisheries sector . A feasibility study on setting-up the micro-finance for women in the fisheries sector is being carried out with the help of the Iceland finance which is part of the Iceland Technical support for this project and (v) improving the sanitary and hygiene conditions for women and children in the fishing communities.

### **3.3 Component 3: Support to Aquaculture**

Aquaculture production holds a largely untapped potential for Liberia and other countries in the West Africa region. With a suitable natural environment, and a relatively stable political climate Liberia offers a potential investment destination for aquaculture. This component will support (i) developing a policy and regulatory framework for sustainable aquaculture;(ii) Establishing a full scale aquaculture technology R&D and Quality Assurance Center in Kley: will provide services such as research, development, extension, training activities. The project will provide equipment, and includes rehabilitation, such as catfish, cutlass fish, tilapia, and support shellfish stock enhancement, to development of NaFAA's aquaculture research capacity, with emphasis on rehabilitating & equipping the Klay Hatchery for research in feed, fingerling (seeds) and (growth) to support extension and improve aquaculture production; and (iii) developing zoning mapping to help identify prone aquaculture areas. This component will benefit from some of the activities indicated under sub-component 2.1 above. (iv). Awareness raising (v) Developing private sector on the basis of PPP on three sites: this would include activities such as rehabilitation of facilities, construction of road networks, including soft activities that the GoL has to do for PPP this could include guidelines, policies, templates for contract,

### **3.4 Component 4: Project management**

This component will support the implementation, management, coordination and oversight of the proposed project, including establishing and implementing a simple and smart monitoring and evaluation (M&E) system, communication and training of the implementing entities on applying the new World Bank's environmental and social framework (ESF) and standards (ESS). Among others, this component will also finance the establishment and operations of project implementation units/entities (PIUs), PFMU, including the salaries of staff hired to implement the proposed project. Furthermore, the component will provide funds for new and relevant studies identified and agreed during implementation of the project. Funds from this component can also be used to prepare follow on projects or additional financing.

Project location:

The LSMFP will be implemented principally in coastal communities of Liberia where Co-Management activities and community landing facilities will be support. The key Counties targeted are Cape Mount, Montserrado, Bassa, Rivercess, Sinoe, Grand Kru and Maryland. Aquaculture will be supported in non-coastal communities mainly at Kle, with extension services to fish farming communities around the country.

#### **4.0 Objective of the assignment**

The Consultant will be responsible to prepare a Feedback and Grievance Redress Mechanism (FGRM) for the LSMFP that will develop communication channels among various stakeholders and establish grievance redressed mechanism to be implemented by the Social Development Specialist of the Project Implementations Unit (PIU). This Feedback and Grievance Redress Mechanism (FGRM) is designed consistent with the LSMF project for the establishing two ways communication with stakeholders, engage citizen to benefit maximum and maximize the project benefits for people and country. It will also facilitate safeguarding and mitigating potential adverse impacts of project activities on fishing communities and other stakeholders and maximizing project benefits for fisheries. The FGRM is also in fulfillment of the requirement of the World Bank environmental and social standards (ESS5) for establishing and implementing a feedback grievance redress mechanism (FGRM) in accordance with ESS10 as early as possible in project development to address specific concern of the affected people based on assessment of potential risk to fisheries-dependent communities and other stakeholders.

The FGRM will lays out the policies, institutional arrangements, schedules, indicative budgets and procedures that govern the acquisition of land, physical relocation of households and commercial enterprises, restriction on the land use and other social impacts that may result from implementation of the proposed project including required mitigation measures for potential social impacts, instruments to be prepared, valuation and compensation procedures, grievance handling systems and how to engage project affected parties in planning and implementation of follow-up projects.

To ensure effective implementation of the LSMFP, a mechanism needs to be in place to address any potential grievances that may be associated with implementation such as a shift in existing trends of fisheries resource uses, limitations to access and pressure on shared community resources, human conflict challenges, or limitations on traditional fishing rights. This Feedback and Grievance Redress Mechanism (FGRM) will help identify and address potential problems, prevent recurring or escalating grievances, and ensure timely achievement of LSMFP objectives through the promotion of accountability among stakeholders. An effective FGRM will build trust and confidence among LSMFP stakeholders.

#### **5.0 Scope of the Assignment**

An effective grievance redress mechanism (GRM) is required to provide pathways for stakeholders to raise issues about project implementation and performance that are linked to governance and anti-corruption issues. The consultant's assignment will be guided by the requirements under World Bank's ESS5 & ESS10 with the key principals including but not limited to the following:

- Fairness. Grievances are treated confidentially, assessed impartially, and handled transparently.
- Objectiveness and independence. Operates independently of all interested parties to

guarantee fair, objective, and impartial treatment to each case.

- Simplicity and accessibility. Procedures to file grievances and seek action are simple enough that project beneficiaries can easily understand them.
- Responsiveness and efficiency. Designed to be responsive to the needs of all complainants.
- Speed and proportionality. All grievances, simple or complex, are addressed and resolved as quickly as possible.
- Participatory and socially inclusive. Project-affected people—community members, members of vulnerable groups, project implementers, civil society, and the media—are encouraged to bring grievances and comments to the attention of project authorities.
- Develop GRM system using existing formal or informal grievance mechanism suitable for the project purpose.

### **5.1 Key Tasks of the Assignment**

In order to complete this assignment, the consultant is expected to carry out the following key tasks:

#### **Task 1. Survey existing formal and informal GRMs in project implementing agencies.**

Liberia has formal governmental and informal grievance redress systems with responsibility for grievance redress and resolution, but these differ across communities in terms of their design and operational effectiveness. At the community level, there are informal institutions (community leaders, village chiefs, etc.) that are already dealing with grievance redress issues. The consultants will evaluate the scope of these systems, and identify the potential to build on them while integrating them into the project's integrated GRM from communities to counties, and to NaFAA.

**Task 2. Estimate users and resources required to operate a GRM.** The consultant will estimate the number of citizens that are likely to use the GRM and assess the resources—human, financial, and technological—that are available (and may be required) for the GRM to function effectively within the project. Accordingly, the consultant will determine the GRM's scope and scale and identify resource gaps.

**Task 3. Develop standard operating procedures.** The consultant will develop operating procedures, guidelines, and flowcharts detailing how the grievance redress process will unfold within the project's operating structures, more broadly within the fisheries sector, especially the CMA structures, and how it will be monitored and reported on. The consultant will help integrate the grievance redress processes into the project's operational plan/manual as well as compile stand-alone publications to be distributed to project staff and GRM users. The consultant will also recommend how a GRM could be better integrated into NaFAA's field

manuals and Common Guidelines for community management. The consultant will recommend how the key implementing agencies can most effectively manage the proposed system, for example an assigned individual staff member, a small unit, etc. The system should be acceptable to all stakeholders.

**Task 4. Design approaches for the client to publicize the GRM system.** The consultant will work with the client to develop a grievance redress policy that clearly states that management embraces grievance reports and views them as opportunities for improvement. The policy should identify guiding principles; define the scope and types of grievances to be addressed; set out a user-friendly procedure for lodging grievances; outline a grievance redress structure; describe performance standards; and spell out internal and external grievance review mechanisms.

**Task 5. Identify staff / units in project implementing agency to manage the GRM system.**

Staff in charge of grievance redress should be skilled and professional. Based on the consultant's recommendations, project management will identify staff and assign them responsibility for handling grievances. The consultant will design a training plan to teach staff (and community members, where applicable) how to register, handle and redress the grievances and why the GRM is important to the project's success. This training material will include information about interacting with beneficiaries about grievances, the organization's customer service standards, and internal policies and procedures in relation to grievance redress.

**Task 6. Design communication channel for the GRM system.** The consultant will work with the client, consult the various stakeholders to develop a multi channels communication system for grievance register. The channel would consider convenience of all level of the aggrieved people i.e. literate, illiterate, vulnerable, etc. The communication channel would identify mode of communications, communication strategy to make people aware with the system and strategy to educate stakeholders to use the system.

## **5.0 Reporting Requirements, Deliverables and Payment methods**

- **Signature of contract** (10% Payment)
- **Inception Report**-No later than two weeks from contract award, an Inception Report shall be submitted that presents the Consultant's Work Plan, defines the Implementation Schedule by task, and methodology should be submitted. (30% Payment)
- **Draft FGRM** shall be submitted within four weeks period in English, with two (2) hard copies and two (2) electronic copies ( in word and PDF) at the times as agreed in the Work Plan. (30% Payment)
- **Final FGRM** shall be submitted within 8 weeks from signing of contract in English to be disclosed on the Government websites and the WB's website (ImageBank). Two (2) hard copies and two (2) electronic copies (in word and PDF) at the times as agreed in the Work Plan (30% payment)

The consultant shall submit all reports at NaFAA to the coordinator of the LSMFP.

## 6.0 Qualifications and Experience

- Preferably a Master’s degree or equivalent in Law, Environmental Law, Environmental Science, Sociology, Social Anthropology, Environmental Economics, Natural Resources Management or Communication and Journalism & related scientific disciplines;
- Minimum – a Bachelor of Law, Environmental Law, Environmental Science, Sociology, Social Anthropology, Environmental Economics, Economics, Natural Resources, Communication & Journalism
- At least 8 years of extensive working experience in environmental or social safeguards, establishing/working for GRM in community, policy development; with a proven record of experience in preparation of FGRM for natural resource project;
- Active involvement in international environment and social safeguard application is advantageous.

### 6.1 Specific Knowledge

- Knowledge on World Bank Safeguard policies, procedures and practice is desirable;
- Knowledge of local Social Development and Environmental Legislation;
- Knowledge of MS Office (Word, Excel, PowerPoint).

### 6.2 Required Skills and Specialized Techniques

- Proactive skills and ability to respond effectively to deadlines and high-pressure situations;
- Track record of successfully working with government on environment, social safeguards, sustainable development agenda is preferable;
- Ability to design/prepare project safeguard plans and tools;
- Report writing skills;
- Fluency in English language with strong written, oral communication and listening skills;
- Advanced computer (PC) skills, including Microsoft Office or related software;
- Good Communication, interpersonal skills and time management.

**7.0 Location:** The consultant will be based in Monrovia with occasional travel to project communities as may be necessary.

**8.0 Duration of the Consultancy:** The consultancy will be carried out over a period of 8 weeks.

**9.0 Selection Method:** Individual Consultant (IC), Limited

The successful Individual Consultant will be chosen based on the following criteria.

Selection criteria

SN	Evaluation Criteria	Maximum marks
<b>Part A</b>	<b>Evaluation Criteria for Short- listing of Applications</b>	
<b>a)</b>	<b>Qualification</b>	<b>20</b>
i)	Additional Academic Qualification beyond the minimum required	10

ii)	Any Additional Professional Qualification beyond the minimum required	10
<b>b)</b>	<b>Experience(relevant expertise justifying adequacy for the assignment)</b>	<b>60</b>
i)	Year-wise tasks completed in last three years of similar nature	15
ii)	Experience of working with Government of Liberia and various inter-governmental institutions	10
iii)	Experience of working with World Bank	20
iv)	Works currently in hand	5
v)	Experience of working for any similar programmed of GoL or with Multilateral Bodies	10
<b>Part-B</b>	<b>Interview - Assessment of Capability of candidate for the assignment through Interview</b>	<b>20</b>
	<b>Total</b>	<b>100</b>