



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 Consultancy Services as Social Development Specialist for LSMFP Project

Reference No. : NaFAA/LSMFP/C/INDV/02/20

Assignment Title: Social Development Specialist

The Government of Liberia through the National Fisheries and Aquaculture Authority (NaFAA) is commencing the preparatory process for the ‘**Liberia Sustainable Management of Fisheries Project**’ (LSMFP) with funding from the World Bank Group, and requires the services of a Social Development Specialist.

The objective of this assignment is to ensure that the project complies with its obligations in assessing sub-project activities for social impacts, as well as plan and oversee the implementation of social impact mitigation measures & management plan as required by the Government of Liberia and the World Bank’s Environmental and Social Framework/ Policy for Investment Project Financing. This includes providing an overall social management oversight during the implementation of the project, supporting and advising the client in addressing a variety of social issues at all the stages of the implementation of the project and in social development related training/awareness raising and coordination activities.

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:

- Master’s degree in Social Science, Sociology, Social Anthropology, peace, conflict and development studies or similar area with at least 5 years of direct relevant experience in social development/social safeguards issues. Previous experience nationally or internationally is desirable.

- Demonstrated knowledge of World Bank's Operation Policies/ Bank Policies / Environmental and Social Policy Framework (ESF), as well as the specific Environmental and Social Standards (ESSs),
- Additional experience in dealing with social issues as well as knowledge on land acquisition laws, resettlement and rehabilitation (including preparations of Resettlement Action Plan or implementation related to construction projects) and Gender Analysis/GBV are desirable.
- Demonstrated skills and direct work experience with at least one or more of the following: public consultations; public hearings; participatory research methods (including observation, surveys); participatory rural and urban appraisals; participatory poverty assessments; participatory monitoring and evaluation; and grievance redress mechanisms.
- Ability to work effectively and independently with minimum supervision.
- Excellent communication skills, both written and oral in English, have the ability to compile reports quickly within deadlines.

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

- a) www.nafaa.gov.lr
- b) www.emansion.gov.lr
- c) 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 **Friday March 30, 2020 @ 4:00PM GMT**

Liberia Sustainable Management of Fisheries Project (LSMFP)

Attn: Mr. Yevewuo Z. Subah

Project Coordinator

Mesurado Pier, Freeport of Monrovia

Monrovia, Liberia

Tel: +231777823890/0770532901

E-mail: yvsubah@nafaa.gov.lr ,

Cc: kpelewahj100@gmail.com , maakundusiah@gmail.com

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

TERMS OF REFERENCE (SOCIAL DEVELOPMENT SPECIALIST)

1. Background

The Government of Liberia through the National Fisheries and Aquaculture Authority (NaFAA) is commencing the preparatory process for the 'Sustainable Management of Fisheries Project with funding from the World Bank Group This Terms of Reference (ToRs) has been prepared for the recruitment of an Social Development Specialist position to be stationed at the LSMFP/NaFAA, in Monrovia.

The project will support sustainable management of the fisheries resources through strengthening of NaFAA's capacity to manage selected fisheries, and improve handling of catches at selected landing sites. Specifically, the project will support the construction of an integrated fisheries hub at Mesurado and improve road access; construct a new head quarter for NaFAA in Monrovia; and construct 4 integrated landing and fish handling platforms in Buchanan, Cestos, Greenville and Harper cities. The existing road connecting site at Robertsport and the canoe landing area will be further improved. The project will also rehabilitate the Klay fish Hatchery in Bomi to establish an aquaculture research center.

2. Objective of the Assignment:

The objective of this assignment is to ensure that the project complies with its obligations in assessing sub-project activities for social impacts, as well as plan and oversee the implementation of social impact mitigation measures & management plan as required by the Government of Liberia and the World Bank's Environmental and Social Framework/ Policy for Investment Project Financing. This includes providing an overall social management oversight during the implementation of the project, supporting and advising the client in addressing a variety of social issues at all the stages of the implementation of the project and in social development related training/awareness raising and coordination activities.

This task includes collaborating with the Environmental Specialist to conduct Environmental and Social Impact Assessments (ESIAs), Census and Socioeconomic Surveys, and developing Resettlement Action Plans (RAPs). Plan and ensure adequate consultation and engagement with key project stakeholders, including Project Affected Persons (PAPs), local authorities, community leaders, NGOs/CSOs, other interested stakeholders and public institutions; Design, establish and oversee the implementation of a functional Grievance Redress Mechanism,

ensuring and making sure that grievances related PAPs, cases related to gender based violence and local populations have adequate and accessible mechanisms for lodging complaints about the project or project related and receiving timely response to such complaints. Also ensure that the plans and outcomes are consistent with the relevant land acquisition laws, policies and regulations of Liberia and the safeguards operational policies/Environmental & Social Standards of the World Bank.

3.0 Scope of Work and Task

Key duties and responsibilities of the consultant/specialist will include, inter alia:

- Support the implementing agency (LSMFP/NaFAA) in assessing sub-projects for potential adverse social impacts and risks as well as planning and implementing impact mitigation measures/ management plan;
- Work with project consultants to undertake Environment, Social, Gender and other related Impact/Risks Assessments studies, and design social and environmental management plans (i.e. Environment and Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), Stakeholder mapping and engagement plans, Labour Management Procedures (LMP), Grievance Redressal Management Plans (GRMP), etc. for purposes of managing project-related social risks and adverse impacts;
- Provide technical guidance to implementing agencies/partners of sub-projects and monitor the implementation of ESMPs and RAPs, making sure that implementation is satisfactory and consistent with the relevant environmental assessment (EA) laws of Liberia and the World Bank safeguards policies;
- Initiate and undertake social due diligence prior to commencement of works and liaise with contractors to address pertinent community-related issues;
- Work closely with the Environmental Specialists in planning and managing social risks associated with the sub-projects;
- Participate in periodic field supervision mission to monitor and ensure compliance with social safeguard policies throughout the project life and prepare periodic reports of the activities and submit;
- Ensure adequate social safeguards records and documentations are kept and updated.
- Identify and analyze stakeholders and their concerns about the project, and lead community engagement efforts and activities and ensure adequate community and stakeholder participation and involvement are made;
- Serve as the lead community liaison for the project and maintain close contacts and sustainable relation with local communities / stakeholders throughout the project life;
- Oversee the implementation of the project and ensure that public complaints about the sub-project activities are adequately addressed and documented; and
- Initiate and perform other related tasks as may be necessary for the successful implementation of the project.

4.0 Required Qualification, Experience & Competencies

The ideal candidate is expected to have the following qualifications:

- Master's degree in Social Science, Sociology, Social Anthropology, peace, conflict and development studies or similar area with at least 5 years of direct relevant experience in social development/social safeguards issues. Previous experience nationally or internationally is desirable.
- Demonstrated knowledge of World Bank's Operation Policies/ Bank Policies / Environmental and Social Policy Framework (ESF), as well as the specific Environmental and Social Standards (ESSs),
- Additional experience in dealing with social issues as well as knowledge on land acquisition laws, resettlement and rehabilitation (including preparations of Resettlement Action Plan or implementation related to construction projects) and Gender Analysis/GBV are desirable.
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- Ability to work effectively and independently with minimum supervision.
- Excellent communication skills, both written and oral in English, have the ability to compile reports quickly within deadlines.

5. Duration of the Assignment

Twelve (12) months Fixed Term Appointment (FTA), subject to review and possible extension, based on satisfactory performance and availability of funding.

6. Reporting Arrangement

The Social Specialist will report to the Director-General of the National Fisheries and Aquaculture Authority through the Coordinator of LSMFP.

7. Duty Station: LSMFP/NaFAA, Monrovia, Liberia and may need to travel outside as needed for the project.

8. Selection Method: Individual Consultant (IC)