



Ministry of Finance  
Male', Maldives

## **Environmental & Social Safeguards Specialist (National)**

**Request for Expression of Interest**  
**Maldives Competitiveness and Growth Project (P179286)**  
**[Reference No: MV-MOF-MV-396236-CS-INDV]**  
**Loan No./Credit No./ Grant No.: IDA-73050, IDA-E1690**  
**Iulaan Number: (IUL)13-HR/13/2023/353**

The Maldives Competitiveness and Growth Project (MCGP, “the project”) is a new investment project financed by the World Bank for the Government of Maldives (GoM) through Investment Project Financing (IPF) with Performance-Based Conditions (PBCs), to be implemented by the Ministry of Finance (MoF). And MoF intends to apply part of the proceeds for the selection of a **Environmental & Social Safeguards Specialist** for the implementation of this project.

### **Scope of Service, Required Expertise & Qualifications, and Remuneration**

*Please refer to the Terms of Reference*

### **Contract Duration**

The Environmental & Social Safeguards Specialist’s services are required up to the conclusion of the project on 30<sup>th</sup> June 2028, with an initial probationary period of 3 months

This contract is expected to commence in January 2024.

MoF now invites interested eligible individuals to submit their Expressions of Interest (EoI). Interested individuals must provide a cover letter, their CV with information demonstrating that they are qualified to perform the services (description of similar assignments, experience in similar conditions, availability of appropriate skills, etc.), academic certificates, and relevant reference letters, covering the Key Qualifications listed in the Terms of Reference.

## **Deadline**

The expressions of interest must be delivered to the address below by regular mail, emails, no later than **1300 hrs Maldivian time on 02<sup>nd</sup> January 2024.**

Note: The request for expressions of interest shall be read in conjunction with the TOR for the respective post.

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Project Director  
Maldives Competitiveness & Growth Project  
Ministry of Finance  
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## **Terms of Reference**

**Environmental & Social Safeguards Specialist (National)**  
**Maldives Competitiveness and Growth Project (P179286)**  
**[Reference No: MV-MOF-MV-396236-CS-INDV]**  
**Loan No./Credit No./ Grant No.: IDA-73050, IDA-E1690**

### **A. Background**

The Maldives Competitiveness and Growth Project (MCGP, “the project”) is a new investment project financed by the World Bank for the Government of Maldives (GoM) through Investment Project Financing (IPF) with Performance-Based Conditions (PBCs), to be implemented by the Ministry of Finance (MoF) and MoF intends to apply part of the proceeds received under this project towards payments under the contract for an Environmental & Social Safeguards Specialist (National) for the project.

The overall Project Development Objective (PDO) is to strengthen private participation in and financial sustainability of State-Owned Enterprises (SOEs), and the support mechanisms for the competitiveness of small and medium enterprises (SMEs). The project comprises of three components which are as follows:

#### **Component 1: Accelerating SOE Reforms**

- Sub-component 1.1: Increasing Private Participation in Ownership of Select SOEs
- Sub-component 1.2: Improving Governance of SOEs at the Program and Corporate level
- Sub-component 1.3: Reforming SOE Public Service Obligations

#### **Component 2: Fostering SME Competitiveness**

- Sub-component 2.1: Digital Financial Infrastructure
- Sub-component 2.2: SME Growth Acceleration Program

#### **Component 3: Project Management**

The project is expected to finance the following activities:

- I. Technical assistance to support select SOEs to develop policies and business plans, identify specific private participation opportunities, on-boarding transaction advisors and undertaking necessary technical evaluations / due diligence.

- II. Development of a communications program for SOE reform.
- III. Technical assistance to strengthen the design and implementation of SOE laws, regulations and guidelines.
- IV. Capacity building of Government institutions engaged in owning and monitoring SOEs, as well as specific SOE support to improve corporate governance practices.
- V. Technical assistance and consultancy activities to support better targeting and accountability of operating and direct subsidies to SOEs, including public service obligations reform plans for significant SOEs.
- VI. Development of a technology platform to collect secure SME business data that incorporates value-added business management features and building an alternative credit scoring model based on transactions history and SME cash flow.
- VII. Technical assistance to (i) promote financial literacy and technology adoption for SMEs, (ii) support financial institutions' uptake of lending opportunities created by the fintech transformation, and (iii) strengthening Government regulations and policies on data protection, data sharing and secured transactions.
- VIII. Development of a structured, high quality, intensive business support program for select SMEs through the hiring of an international private sector consulting entity (which can be a consortia of local and international parties) that will (i) provide growth diagnostics; (ii) develop action plans; (iii) offer performance-based technical assistance from experts/mentors for structured management improvement; (iv) link to finance providers for additional finance; and (v) provide targeted capacity building support to local knowledge providers.
- IX. Technical assistance and capacity building for project management staff to support the overall implementation, monitoring and evaluation of project activities.

MoF wishes to contract an Environmental & Social Safeguards Specialist who will assist the Project Management Unit (PMU) to manage all environmental and social risks and impacts of the project in accordance with the World Bank's Environmental and Social Framework (ESF).

The Environmental & Social Safeguards Specialist is expected to report to the Project Director and will also closely liaise with the project task team from the World Bank and other stakeholders.

## **B. Objectives**

- i. To manage all environmental and social (E&S) risks and impacts of the project in accordance with the World Bank's Environmental and Social Framework (ESF) and Environmental and Social Standards (ESSs), to implement the project's Environmental and Social Commitment Plan (ESCP).

- ii. To carry out the necessary E&S assessments and screenings, preparation and implementation of E&S instruments to manage the E&S risks of project activities, and assist the Project Director to ensure that project work is in accordance with the GoM's E&S requirements, and the relevant World Bank Safeguards policies.
- iii. To continuously monitor and evaluate the implementation of all E&S safeguards measures and related tasks in parallel to the project's overall monitoring & evaluation framework.
- iv. To monitor the implementation of the project's Grievance Redress Mechanism (GRM), and ensure that all grievances received by the project are addressed effectively.
- v. To identify risks to project implementation (including non-E&S risks) and develop risk mitigation strategies to manage the identified risks.
- vi. To ensure compliance with the GoM's and World Bank's labor policies, e-waste management, and data privacy regulations and standards relevant to the project and its stakeholders.
- vii. To assist the Communications Specialist in the implementation of the project's Communications Strategy, along with the project's Stakeholder Engagement Plan (SEP) and in implementing public relations (PR) strategies.

### **C. Scope of Services**

- i. Ensure that all provisions stipulated in terms of E&S management in the project's Environmental and Social Commitment Plan (ESCP) are effectively implemented throughout the project cycle.
- ii. Implement and ensure compliance of the overall project with the project's Labor Management Procedures (LMP). Provide information on the LMP and other safeguards instruments to contractors prior to commencement of work, and periodically monitor the activities and working conditions of contracted workers under the project.
- iii. Ensure compliance with and implementation of the project's E-Waste Management Guidelines to manage all electronic waste, and update as needed throughout the project.
- iv. Ensure compliance with the data privacy regulations and standards relevant to the project and its stakeholders, and ensure that appropriate access controls are established such that only authorized personnel can access sensitive project data.
- v. Ensure that all terms of references (TORs), consultancy documents, guidelines and other documents prepared for the project is in compliance with the E&S laws and regulations of GoM and the World Bank prior to publication or tendering.
- vi. Plan and conduct E&S screenings, technical evaluations and due diligence as needed for project activities.

- vii. Prepare reports and disclosures for Environmental and Social Management Plans (ESMPs) if needed for project activities, and ensure ESMPs are incorporated into bidding and contract documents with contractors.
- viii. Develop and utilize a comprehensive E&S tracking framework to continuously monitor and evaluate the implementation of all E&S safeguards measures and related tasks in parallel to the project's overall monitoring & evaluation framework, and provide regular reports to the World Bank and Project Steering Committee (PSC)
- ix. Oversee, update, coordinate and report on ESMP implementation progress to the World Bank and PSC.
  - x. Ensure necessary measures are in place to strengthen inclusion of vulnerable groups, youth and women in project activities and to meet other requirements for management of social sustainability and inclusion issues in relation to project activities.
  - xi. Ensure the effective operation of the Grievance Redress Mechanism (GRM) as outlined in the SEP, and submit regular reports to the World Bank on the operation of the GRM.
  - xii. Ensure appropriate mechanisms are in place to address Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) risks by ensuring Codes of Conduct are adopted by all project staff and the project GRM is adequately set-up to address SEA/SH incidents.
- xiii. Facilitate, organize and conduct capacity building programs for the PMU, working groups and other stakeholders of the project on the World Bank's Environmental and Social Framework (ESF), E&S safeguards and screening, monitoring and reporting, and implementation procedures.
- xiv. Identify and maintain a risk register for potential project risks, both internal and external, and develop risk mitigation strategies and contingency plans to address identified risks and ensure project continuity.
  - xv. Assist the project team in monitoring project activities from an E&S perspective, liaising with all relevant departments within and outside the Ministry of Finance, and evaluating and reporting the project progress at the Project Development Objectives (PDO) level and the intermediary level indicators.
  - xvi. Assist the Communication Specialist in the implementation of the project's Communications Strategy and Stakeholder Engagement Plan (SEP), and assist in preparing and disseminating effective communication materials for the project.
- xvii. Other relevant tasks assigned by the Project Director.

## **D. Consultant's Reporting Obligation**

The Environmental & Social Safeguards Specialist shall carry out the reporting obligations as follows:

- i. The Environmental & Social Safeguards Specialist shall report to the Project Director or his/her designate on the status of the assignment on a regular basis.
- ii. The Environmental & Social Safeguards Specialist is expected to report for work to Ministry of Finance (MoF) not later than 0800 hours on week days other than public holidays and provide his/her services during MoF working hours. The Specialist may have to work extra hours in order to complete the tasks assigned as and when required without additional payment.

## **E. Required Expertise and Qualifications**

Key qualifications and experience required for the position are:

- i. Master's Degree in Environmental and Social Sciences, Social Development, Social Studies, Sociology, Risk Management, Project Management or suitable equivalency from a recognized university or professional body, with at least five (5) years of relevant experience  
**OR** Bachelor's Degree in Environmental and Social Sciences, Social Development, Social Studies, Sociology, Risk Management, Project Management or suitable equivalency from a recognized university or professional body, with at least ten (10) years of relevant experience.
- ii. Professional certification or training in E&S safeguards from a recognized institution will be an added advantage.
- iii. Familiarity with current social issues affecting vulnerable groups including youth and gender, and knowledge of the environmental concerns relevant to the project in the context of the Maldives will be an added advantage.
- iv. Familiarity with relevant E&S regulations and laws of the GoM and World Bank will be an added advantage.
- v. Strong communications and management skills in presenting, discussing and resolving difficult issues, and ability to work efficiently and effectively with a multi-disciplinary team.
- vi. Experience in the field of environmental and social safeguards, engaging with multiple stakeholders in similar projects and/or donor-funded projects will be an added advantage.
- vii. Experience in Monitoring and Evaluation of projects, activities, consultants, non-consulting services, and goods in similar projects and/or donor-funded projects will be an added advantage.

- viii. Experience working with SOEs and/or in the private sector with SMEs will be an added advantage.
- ix. Good written and oral Dhivehi and English communication skills.

#### **F. Duration of services**

The Environmental & Social Safeguards Specialist's services are required up to the conclusion of the project on 30<sup>th</sup> June 2028, with an initial probationary period of 3 months.

The successful candidate is expected to commence the services in January 2024.

#### **G. Remuneration**

The Environmental & Social Safeguards Specialist will be paid a lump sum of between **MVR 27,800.00 - 32,000.00** per month, based on his/her qualifications and experience.

#### **H. Required Documents**

Interested candidates must submit the following documents/information to demonstrate their qualifications, experience, and responsiveness to this TOR.

- i. Expression of interest letter
- ii. Curriculum vitae indicating all experience from similar jobs
- iii. References

#### **I. Expression of Interest Application Submission**

- i. Deadline for submission of the application is **02<sup>nd</sup> January 2024, 1300 hrs (Maldivian time)**.
- ii. Application should be emailed to the following contact details

Mohamed Jilau Moosa  
Project Director  
Maldives Competitiveness & Growth Project  
Ministry of Finance  
Ameenee Magu, Male', 20379  
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