



**NATIONAL INFORMATION TECHNOLOGY AUTHORITY - UGANDA
(NITA-U)**

UGANDA DIGITAL ACCELERATION PROJECT (UDAP)

ENVIRONMENTAL SAFEGUARDS SPECIALIST

TERMS OF REFERENCE

APRIL 2023

TERMS OF REFERENCE FOR THE ENVIRONMENTAL SAFEGUARDS SPECIALIST

1.0 Background

The Government of Uganda received Credit/Grant from the World Bank/International Development Association towards implementation of the Uganda Digital Acceleration Project (UDAP). The Project Development Objectives (PDO) are to; (a) expand access to high-speed internet in selected areas, (b) improve efficiency of digital services delivery in selected public sectors, and (c) strengthen the digital inclusion of selected host communities and refugees. The National Information Technology Authority of Uganda (NITA-U) is the Implementing Agency (IA) for all components with Ministry of Information, Communications Technology and National Guidance (MoICT&NG) and Office of the Prime Minister (OPM) as major Implementing Partners (IP). The procurement processing will be conducted in accordance to the World Bank Procurement Regulations July 2016; revised November 2017, July 2018 and November 2020.

To support the effective and efficient overall management and implementation of the Uganda Digital Acceleration Project (UDAP), NITA-U seeks to engage the services of an Environmental Safeguards Specialist under the PIU.

2.0 Objective of Assignment

To ensure that environmental, health and safety aspects are adequately observed and addressed during the design and implementation of programme activities. The selected consultant will be responsible for coordinating and leading in planning, technical supervision, compliance monitoring and analysis, and reporting implementation of environmental aspects of the project in line with environmental requirements of the Government of Uganda and in conformance with the Environmental and Social Standards of IDA and international industry best practice.

The assignment involves monitoring the implementation of the Environment Social Commitment Plan (ESCP), the Project Environmental and Social Management Framework (ESMF), Environmental and Social Management Plans (ESMPs), Health and Safety Plans (H&S Plans) developed for the project, ensuring compliance with national legislation and reporting on all environmental and health and safety issues relating to the project.

3.0 Reporting

The Environmental Safeguards Specialist will administratively report to UDAP Programme Coordinator and functionally to Director Technical Services NITA-U.

4.0 Responsibilities and Tasks

- a) Provide technical support to the project in implementing the Environmental and Social Commitment plan (ESCP) and Environmental and Social Management Framework (ESMF) developed for UDAP.
- b) Develop Terms of Reference (TORs) for Environmental Assessments, including but not limited to Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Environmental Audits, etc;
- c) Supervise and undertake technical review of Environmental and Social Impact Assessments (ESIAs), Environmental Audits and development of Environmental and Social Management Plans (ESMPs) by consultants, and Contractors, and follow-up on the timely acquisition of any relevant Statutory Approvals.
- d) Provide E&S oversight and support to the project in ensuring that the construction contractors prepare and implement the Contractors' Environmental and Social Management Plans (CESMPs), Health and Safety plans (HSP) and related safeguard management plans prior to the commencement of project related activities.
- e) Support the development, maintenance and operation of the Environment, Health and Safety System, including developing policies, procedures and protocols to strengthen among others compliance monitoring and reporting progress of implementation of Environment and Social standards.
- f) Review and monitor progress of implementation of the contractors' Environmental and Social Management Plans, Environmental and Social Impact Assessment (ESIAs) and/or Environmental Social Impact Statements and ensure they are in accordance with the agreed environmental and social frameworks and requirements.
- g) Review the planning and procurement procedures to ensure that (i) the Environmental requirements are properly costed and reflected in designs, bidding and costed in contract documents, (ii) environmental safeguards milestones are included in the contractor's certificates for payment, and (iii) conditions of approval on the NEMA certificate and other statutory approvals are well considered, implemented and accordingly advise Management of NITA-U;
- h) Review, supervise and monitor progress of the contractors' occupational health and safety plan and ensure that the health and safety of the general public and the contractors' workforce are not compromised as a result of the programme.
- i) Build capacity of project teams and other stakeholders in identification and use of environmental friendly practices including systematic implementation of environmental and social safeguards.

- j) Undertake stakeholder engagement and awareness creation on all environmental matters related to the programme in line with the Environment and Social Management Framework (ESMF).
- k) Monitor, coordinate and produce periodic (monthly and quarterly) performance reports on environmental and social safeguards of the programme.
- l) Document lessons learnt in mitigation and resolution of environment and social issues during the implementation of the programme.
- m) Support the Social Scientists in the design and execution of the Grievance Redress Mechanism with particular regard to environmental matters.
- n) Advise Management on strategies for strengthening implementation of Environment and Social Safeguards measures.
- o) Liaising with IDA Environmental and Social Development Specialists, NEMA and other Government Agencies on Environmental and Social Management of the UDAP Programme
- p) Any other duties as may be assigned by the supervisor from time to time.

5.0 Qualifications, Competences and Experience

Candidates should have the following qualifications, competencies and experience:

5.1 Qualifications

The applicant should be holding;

- i. A minimum of a Master of Science Degree in Environmental Science, Environmental and Natural Resources Management, Environmental Management, Environmental Engineering, Environmental Chemistry and/or related disciplines.
- ii. Possession of Post Graduate Diploma and/or professional qualifications in Environmental impact assessment will be added advantage.
- iii. A Valid Registration Certificate of Environmental Practitioner (EIA & Environmental Auditor) with the National Environment Management Authority (NEMA).

5.2 Relevant Experience

- a) At least 8 years of work experience in planning, designing and implementation of environmental related interventions.
- b) Experience in conducting Environmental Impact Assessments (EIAs) and developing Environmental and Social Management Plans.
- c) Familiarity with the GoU's Environmental Policy, Laws, Regulations, Guidelines, and Environmental and Social Safeguard requirements of the World Bank will be added advantage.

- d) A proven experience in working collaboratively in a broad range of cultural and social contexts.
- e) A good understanding of social inclusion, poverty reduction, and land management institutions and land tenure systems.
- f) Knowledge of World Bank social performance standards is desirable.
- g) Familiarity with multi-disciplinary approaches for addressing the needs of persons displaced from their land and/or homes.
- h) Familiarity with issues affecting ethnic minorities in the countries of the sub-region.
- i) Experience in undertaking social and institutional analysis and familiarity with participatory methodologies and techniques would be desirable.
- j) Social Safeguards Knowledge of and ability to apply social safeguard policies. Ability to employ strategies to help minimize involuntary resettlement and adverse impacts on indigenous peoples, potentially displaced persons, and other vulnerable groups.
- k) Ability to integrate social inclusion (with respect to gender, age, ethnicity, or any other relevant factor) into analysis, policies, institutions, and operations. Ability to design operations that focus on strengthening inclusion.

6.0 Duration of Assignment

The successful candidate shall be engaged under a three (3) year employment contract, renewable subject to satisfactory performance and business needs.

7.0 Other Required Skills and Competences

- i) **Communications:** Very good communication skills (spoken and written), including the ability to communicate effectively with diverse audiences on environmental related matters, good negotiation skills and to prepare a variety of written documents, contracts, reports, etc. in a clear, concise style.
- ii) **Teamwork:** Very good interpersonal skills and ability to establish and maintain effective working relations with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- iii) **Integrity:** Must be a person of proven honesty and does not tolerate corruption and unethical behaviors in all its forms and manifestations.
- iv) **Innovation:** Must be a person with ability to seek new ways of doing things efficiently to deliver value to our customers.
- v) **Customer Centricity:** Must be a person who strives to satisfy customers and clients. Should be able to understand what the customer wants and delivering it flawlessly.
- vi) **Quality:** Must be a person who thinks of quality and continuous improvement in his/her work.

