



Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project

SELECTION OF AN ENVIRONMENTAL SPECIALIST Ref No. UG-PSFU-456581-CS-INDV

1. Government of the Republic of Uganda has been allocated grant funds (the "Grant") from the World Bank which are administered by the International Development Association (IDA) (the "Bank") towards implementation of the Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project. The Project Development Objective is to increase access to entrepreneurial services that enable women entrepreneurs to grow their enterprises in targeted locations, including host and refugee communities. Private Sector Foundation Uganda is implementing the Project jointly with Ministry of Gender, Labor and Social Development (MGLSD). PSFU is implementing Sub-Components 1c, 2b, 2c and 4b of the Project, through a Project Implementation Team (PIT). Sub-Components 2b and 2c are being implemented through Financial Intermediaries (FIs), for which PSFU is required to ensure that implementation is executed in accordance with the World Bank Environmental and Social Standards (ESSs) and the project Environmental and Social commitment Plan (ESCP).
2. PSFU now invites suitably qualified and experienced individuals to express interest in the position of **Environmental Specialist**. The overall objective of the position is to ensure that various GROW Project interventions under the PSFU are implemented in compliance with the Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF), World Bank Environmental and Social Standards (ESSs) and relevant Government of Uganda policies and laws such as the National Environment Act, 2019 and the Occupational, Safety and Health Act, 2006 among others.
3. Interested Consultants should provide information demonstrating that they have the following minimum qualifications and relevant experience to perform the Services:
 - i. Master's Degree in Environment, Natural Resources, Ecology, Biodiversity, Forestry or related discipline from a recognized institution.
 - ii. 8 years' relevant experience of handling environment/natural resources related assignments.
 - iii. Broad understanding of National Environmental Laws, Policies, Regulations and World Bank Environmental and Social Framework.
 - iv. Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental management, including scoping screening, research, risk assessment, planning, project development and implementation, monitoring and reporting.
4. Additional details on scope of services, deliverables, qualifications, contract and reporting arrangements can be found at www.grow.go.ug or www.psfuganda.org.
5. The selection will be conducted in accordance with the procedures for selection of Individual Consultants set out in the World Bank Procurement Regulations for Investment Project Financing (IPF) Borrowers dated November 2020 (Procurement Regulations).
6. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the Procurement Regulations setting forth the World Bank's policy on conflict of interest.
7. Interested eligible applicants should submit expressions of interest including a cover letter, current Curriculum Vitae and copies of Academic Certificates and Transcripts to demonstrate that they have the required qualifications and relevant experience to perform the services; to be received not later than **5:00pm on November 22, 2024**, at the address indicated below.
8. Hand delivered Expressions of Interest should include the Position applied for and Reference Number on the right-hand corner of the envelope. Email submissions should indicate the Position applied for and Reference Number in the subject line of the email. Only shortlisted applicants will be contacted.
9. The Project Coordinator
Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project
Private Sector Foundation Uganda
Trust Tower, Plot 4 Kyadondo Road
P. O. Box 7683
KAMPALA
Tel: 0762304961
Email: grow@psfu.org.ug



TERMS OF REFERENCE AND SCOPE OF SERVICES FOR ENVIRONMENTAL SPECIALIST

1. Background

Government of the Republic of Uganda has been allocated grant funds (the “Grant”) from the World Bank which are administered by the International Development Association (IDA) (the “Bank”) towards implementation of the Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project. The Project Development Objective is to increase access to entrepreneurial services that enable women entrepreneurs to grow their enterprises in targeted locations, including host and refugee communities. Private Sector Foundation Uganda is implementing the Project jointly with Ministry of Gender, Labor and Social Development (MGLSD). PSFU is implementing Sub-Components 1c, 2b, 2c and 4b of the Project, through a Project Implementation Team (PIT). Sub-Components 2b and 2c are being implemented through Financial Intermediaries (FIs), for which PSFU is required to ensure that implementation is executed in accordance the World Bank Environmental and Social Standards (ESSs) and the project Environmental and Social commitment Plan (ESCP).

2. Job Purpose

The overall objective of the assignment is to ensure that various GROW Project interventions under the PSFU are implemented in compliance with the Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF), World Bank Environmental and Social Standards (ESSs) and relevant Government of Uganda policies and laws such as the National Environment Act, 2019 and the Occupational, Safety and Health Act, 2006 among others.

3. Key Result Areas:

- i. Development and implementation of systems and processes for environmental due diligence under GROW project and ensuring their adequacy and compliance at all levels.
- ii. Reviewing and strengthening existing data and data bases at project levels aimed at ensuring their adequacy for efficient and effective reporting on implementation of the environmental safeguards under the project
- iii. Updating where necessary the environmental and social screening tools or other forms to be used by GROW project.
- iv. Ensuring the compliance of different implementers such as trainers under subcomponents 1C and financial institutions under subcomponents 2B and 2C with World Bank Environmental and Social Standards (ESSs) and relevant Government of Uganda policies and laws
- v. Preparation of input to the quarterly and annual reports as outlined in the ESCP
- vi. Leading dialogue with implementers of GROW project subcomponents under PSFU on mainstreaming environmental risk management into the subcomponents

4. Duties and Responsibilities:

- i) Support the development, maintenance and operation of the PSFU Environmental compliance monitoring system as outlined in the PSFU ESMS for subcomponents 2b and

- 2c including reporting progress of implementation of Environment management as outlined in the ESCP.
- ii) Support the day-to-day performance of environmental aspects related to GROW Financing Facility and the PFIs and their ESMSs during project implementation
 - iii) Provide technical guidance to Private Sector Foundation Uganda/GROW project team and its GROW Project implementers and other stakeholders on ensuring Environment compliance measures are implemented and adhered to.
 - iv) In collaboration with the Social Development Specialist, support the project in ensuring adequate stakeholder engagement consistent with the project Stakeholder Engagement Plan,
 - v) Support the collection, analysis and utilization of environment information at National and enterprise level
 - vi) Undertake periodic training and capacity building of key GROW implementers at National and enterprise levels on implementing environmental guidelines under the project, including orienting them on the application of the Environmental and Social Management Framework (ESMF)
 - vii) Work with the Social Development Specialist to ensure adequate Environment records and documentation are kept (including photographs,) of works and sub projects and adequate documentation of stakeholders' consultations and land affirmations
 - viii) Assist in developing ToR for environmental and social impact assessments, environmental audits and environmental and social management plans that may be needed for GROW project subcomponents, under PSFU
 - ix) Advise Management on strategies for strengthening implementation of Environmental risk and impact mitigation measures
 - x) Generate specific outputs (deliverables) such as work plans as determined from time to time under project subcomponents under PSFU
 - xi) Undertake environmental monitoring and supervision of GROW Project under PSFU including development of monitoring checklists and compilation of progress reports to ensure compliance with the relevant environmental requirements.
 - xii) Support mainstreaming of environmental requirements including compliance with OHS into the bidding documents and training.
 - xiii) Working closely with the Social Development Specialist, the Environment Specialist shall support implementation of ESS9. He/she will ensure that FIs apply sound environmental and social risk management practices in line with the World Bank's Environmental and Social Framework (ESF) and specifically, ESS9. Specifically, the specialist will among other tasks:
 - a) Provide technical guidance, conduct training and reviews to ensure the GROW Financing Facility (GFF) is implemented in accordance with the World Bank ESS9 requirements
 - b) Conduct periodic reviews and provide guidance to ensure PSFU and PFIs always maintain an environmental and social management system (ESMS) acceptable to the World Bank throughout project implementation
 - c) Provide technical support to PFIs to ensure GROW loan borrowers comply with Government of Uganda policies and laws and World Bank standards for managing environmental risks and impacts associated with funded activities
 - d) Support PFIs to ensure that ESS9 requirements are mainstreamed in their Loan cycle

- e) Support PFIs to ensure GROW loan borrowers whose funded activities are associated with significant E&S risks and impacts, develop and implement environmental and social management plans (ESMPS)
- f) Join PFIs where necessary in orienting GROW loan borrowers in management of E&S risks and impacts associated activities funded through the GROW loan
- g) Support PFIs in monitoring and reporting on the GROW loan portfolio compliance with National Uganda policies and laws and World Bank standards for managing environmental and social risks and impacts.
- h) Support PFIs to establish partnerships with Ministries, Departments and Agencies (MDAs) including local governments for the purpose of managing environmental and social risks and impacts associated with the GFF/GROW loan.

5. Required Qualifications and Experience:

- i. Master's Degree in Environment, Natural Resources, Ecology, Biodiversity, Forestry or related discipline from a recognized institution.
- ii. 8 years' relevant experience in handling environment/ natural resources related assignments.
- iii. Broad understanding of National Environmental Laws, Policies, Regulations and World Bank Environmental and Social Framework.
- iv. Demonstrated knowledge of supporting a comprehensive and balanced approach to environmental management, including scoping screening, research, risk assessment, planning, project development and implementation, monitoring and reporting.

6. Deliverables:

- i. Capacity needs assessment in environmental risk and impact management for the PFIs and other implementers of GROW project subcomponents under PSFU
- ii. Capacity building in environmental risk and impact management for PFIs and other implementers of GROW project subcomponents under PSFU
- iii. Coordinated management of environmental risks and impacts by MGLSD and PSFU across GROW project subcomponents
- iv. Technical support provided for managing and reporting environmental incidents
- v. E&S progress and status presentations for implementation support missions with the WB
- vi. Environment Monitoring database developed and functional as part of GROW project MIS
- vii. Routine monitoring of environmental risk management executed
- viii. Quarterly and annual progress reports prepared and submitted to World Bank and MGLSD as required by the ESCP
- ix. Final reports on environmental risk and impact management prepared and submitted to the World Bank and MGLSD as required by the ESCP

7. Reporting:

The ES will report to the Project Coordinator – GROW/ for overall supervision and day-to-day technical matters under the contract.

8. Duty Station:

The Environment Specialist will be deployed on a full-time basis and the duty station shall be the GROW PSFU Office in Kampala with frequent travel to Project sites as and when required.

9. Duration of Services:

The Environmental Specialist will be appointed on a contractual basis for an initial period of **2 years**, with a possibility of renewal based on satisfactory performance and need for continuity, subject to a probation period of **3 months**.