

TERMS OF REFERENCE (TOR)

INDIVIDUAL CONSULTANT

POSITION TITLE: ENVIRONMENTAL SAFEGUARDS SPECIALIST

LOCATION: PMU – BESP QUETTA

REPORTS TO: PROJECT DIRECTOR

Background

The Project Management Unit (PMU) under the School Education Department, Government of Balochistan, is implementing two major education initiatives: GRADES-Balochistan and STEP-Balochistan. Both projects aim to improve access to education and enhance foundational learning, with a strong focus on early childhood and primary education. GRADES-Balochistan is a province-wide program funded through a USD 100 million IDA-20 credit from the World Bank, while STEP-Balochistan is a targeted intervention in seven districts, supported by the Global Partnership for Education (GPE).

These projects align with the Balochistan Education Partnership Compact (2024–28) & the Balochistan Education Sector Plan 2020-25 and collectively address infrastructure gaps, teacher development, inclusive education, and learning outcomes. The PMU is responsible for ensuring effective planning, coordination, and implementation of both projects to support sustainable education reform across the province.

The Project will be implemented by the School Education Department (SED), Government of Balochistan (GoB) with extensive support and monitoring by the Project Management Unit (PMU).

Purpose

Environmental Safeguards Specialist on behalf of GRADES and STEP Balochistan shall overall be responsible for all the effective implementation of the Environmental management activities at field and office level. Specifically, the Environmental Specialist will be responsible for the implementation of the Environmental and Social Management Framework (ESMF), Environmental and Social Commitment Plan, and the implementing required mitigation measures at subproject site(s). The Environmental Specialist will provide expert support to the executing agencies in the office as well as in the field. The Consultant will provide support to ensure compliance with the Environmental Safeguards Unit established under Balochistan Environmental Protection and Environment and Social Framework (ESF) of the World Bank.

Roles and Responsibilities

The specific responsibilities will include but not be limited to:

- Lead the preparation, review, and implementation of Environmental and Social Management Plans (ESMPs) as required by Projects' ESMF and in compliance with the conditions set-out in Environmental and Social Commitment Plan (ESCP) prepared in accordance with the World Bank's Environmental and Social Framework (ESF).
- Provide overall environmental management oversight during project implementation ensuring that World Bank environmental safeguards requirements and other national/international environmental management procedures & standards are met.
- Develop and deliver training programs for project staff, contractors, and implementing partners on environmental safeguards, pollution prevention, and sustainable resource management and on other related areas as needed.
- Facilitate and document inclusive stakeholder consultations on environmental aspects of the project, ensuring that environmental concerns of all stakeholders are documented and addressed as per ESMF/ESF requirements
- Supervise the E&S data collection from the subproject sites along with the development of ESS implementation checklists for periodically updating the ESS dashboard.
- Guide/support the field staff in conducting E&S screening of all subprojects prior to execution and conduct regular environmental and social impact assessments while ensuring compliance with proposed mitigation measures as set-out in ESMF/ESMP/other E&S instruments.
- Oversee the implementation of the Environmental and Social Commitment Plan (ESCP) and ensure project activities are aligned with approved safeguard instruments/measures.
- Organize meetings, as and when required but at least once in a month; with all the environmental team of project partners for "environmental progress review" of project to review any non-compliance and progress of environmental management in the project. Document the minutes of meetings with key discussion points, follow up actions and integrate key findings in the E&S QPRs.
- Develop and implement Stakeholder Engagement Plan (SEP) in compliance with World Bank requirements, ensuring ongoing dialogue with stakeholders throughout the project lifecycle.
- Prepare and maintain comprehensive environmental safeguard documentation, including ESCPs, ESMPs, and monitoring reports, ensuring that all records are up-to-date and accessible for review by the World Bank and other stakeholders.
- Engage with local communities, government agencies, and other stakeholders to ensure that environmental concerns are addressed and that project activities do not adversely affect the environment.

- Organize training sessions and workshops for project staff, contractors, and stakeholders on E&S; OHS, and on best practices in implementing ESS/ESCP requirements.
- Provide technical guidance on integrating ESMF/ESMP and other related measures/requirements into project documents/TORs for consulting services and bidding documents.
- Prepare E&S risk management reports highlighting progress, gaps, and any inconsistencies with the ESCP, and recommend corrective and preventive actions.
- Ensure timely preparation and submission of quarterly and annual E&S performance reports to the World Bank, project management, and relevant government agencies.
- Work closely with Social Safeguards, Procurement, and other technical officers to integrate E&S risk management requirements into procurement processes and bidding documents.
- Monitor contractors' compliance with E&S requirements, including site-specific ESMs, Codes of Conduct, and Occupational Health and Safety (OHS) plans.
- Support the implementation and monitoring of the project Grievance Redress Mechanism (GRM), ensuring timely resolution of E&S complaints and transparent reporting.
- The Specialist will be required to travel to project-specific districts will be mandatory.
- Any specific task assigned by the Project Director.

Qualification and Experience

Qualification

- A Master's / Bachelors (Hons.) degree (16 years of education) in Environmental sciences / environmental management / Natural Resource Management/ Environmental Engineering or related field from reputable & recognized local or foreign institution, duly recognized by the Higher Education Commission (HEC) of Pakistan

Experience

- At least, five (05) years of relevant experience, after acquiring stipulated qualifications, in public and/or private sector national/international organizations, preferably in education.
- Environmental/Social safeguard management experience with the World Bank projects will be preferred.
- Having experience of conducting environmental impact assessments, preparation and implementation of Environmental Management Plans, field environmental assessments of small construction projects etc.

- Excellent writing, editing and analytical skills and capability of working independently.
- An ability to work effectively, take initiative and deliver results, even under pressure, and willing to visit sites in remote areas

Compensation

- Market competitive salary (lump-sum with no other benefits) based on qualification and experience will be offered.

Procurement Method

- The selection will be made in accordance with the “World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services, Sixth Edition, February 2025) following Individual Consultant Selection with open market approach.