

**TERM OF REFERENCE (TOR)
(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)**

**Social Safeguard Specialist to support the Program Implementation Unit at the Ministry
of Innovation and Technology.**

**The Federal Democratic Republic of Ethiopia
DIGITAL ETHIOPIA FOUNDATIONS PROJECT**

Position: Social Safeguard Specialist
Ref. No: ET-MINT-234130-CS-INDV
Organization: PIU at MInT
Project: Ethiopia Digital Foundations Project
Location: Addis Ababa
Duration: 12 months, with a possible extension
Salary: Attractive/Negotiable
Expected Start Date: JUNE 2021

1. Background

In May 2021, the Government of Ethiopia and the World Bank Group signed the financial agreement for the *Ethiopia Digital Foundations Project* (Digital Foundations). Digital Foundations is a USD 200 million, five-year initiative (2021-2026) focused on laying the building blocks for Ethiopia's transition to a digital economy. The project pursues a holistic and multi-sectoral approach to digital development through five components.

2. Context and objectives

The objective of this assignment is to support the PIU with the proper contract management for all activities under its scope of the Digital Foundation Project including the Beneficiary Institutions of the Project.

3. Scope of Services, Tasks, and Expected Deliverables

Specific tasks to be carried out by the Social Safeguard Specialist include but are not limited to the following components:

Essential Duties:

- Be responsible for the overall Environmental and Social Management arrangements of the project/program and will ensure the maintenance of sound arrangements throughout the life of the project/program consistent with agreements, manuals and project document;
- Coordinate with relevant beneficiaries and implementing entities in regard to the set up and maintenance of Environmental and Social management arrangements as per the Framework.
- Understand and implement the Environmental and Social Management Framework in all the beneficiary Institutions for the Project/program as per agreements/requirements; Follow up on implementation issues timely with the development partners;
- Conduct/coordinate required training and awareness that mandatory to Project/program as per agreements/requirements,

- Implement/follow-up procedures and mechanisms, including implementation arrangements and institutional responsibilities, for all sub-projects' environmental screening, classification, and for the identification, preparation, review of appropriate sub-project specific environmental and social due-diligence instruments,
- Handle and implement grievance and conflict arises in the project duration to all components and handle them based on the framework and resolution procedures for disputes,
- Work closely with Environmental Safeguard Specialist and coordinate on common activities for implementation, monitoring and reporting.
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4. Required Qualifications

The qualification and experience required for applicant who would like to apply for the service should possess the following minimum criteria:

- Bachelor's Degree (Master's or above is preferred) in a field relevant to social sciences, preferably in sociology/ anthropology/economics;
- At least 4 years of experience in environment management and social development.;
- Demonstrated experience in project management at various levels of environmental and social management activities, preferably for large-scale development partner funded infrastructure projects (such as preparation and management of Environmental and Social Impact Assessments, Environmental Management Plans, Environmental Monitoring Plans, Resettlement Action Plans, Construction Environmental and Social Management Plans);
- Excellent interpersonal and communications skills; and
- Demonstrated ability to work productively in a team setting;
- Willingness to travel frequently nationwide to support/manage implementation of the Framework, carry out stakeholder consultations and t monitoring/supervision of projects,
- Knowledge on country legal process on land acquisition and population displacement,
- Work experience as a social specialist in/ with World Bank funded activities and knowledge of the World Bank safeguard policies and requirements will be an advantage,
- Fluency in English and Amharic languages
- The candidate must have the highest levels of personal integrity, and a reputation for a transparent and systematic work style; and
- The candidate must be able to work under pressure situations, in order to meet demanding deadlines.

5. Duration of Services:

The consultant will be hired full time initially for the contract period of twelve (12) months with a possibility for extension based on performance and business needs.