

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES - INDIVIDUAL SELECTION)**

Lebanese Republic

Government of Lebanon

Council for Development and Reconstruction (CDR)

Lebanon Emergency Assistance Project (LEAP)

Ref: LEAP-IC-Proc-11

Assignment Title: Occupational, Health and Safety Auditor (Lump Sum -Deliverable based remuneration)

The Lebanese Republic (hereinafter called "Borrower") has applied for financing in the amount of 250 million US Dollars from the International Bank for Reconstruction and Development (IBRD) (the "Bank") in the form of a "loan" (hereinafter called "loan") toward the cost of Lebanon Emergency Assistance Project. The Council for Development and Reconstruction (CDR), an implementing agency of the Client, intends to apply a portion of the proceeds of this loan to eligible payments under the contract for consulting services to be procured under this project.

The consulting services include providing support to the CDR as **an Occupational, Health and Safety Auditor** under the project.

The full TOR version can be found on CDR website www cdr gov lb , click on the Procurement tag for more info.

The Council for Development and Reconstruction (CDR) is in the process of establishing a project management unit to assist The CDR in the implementation of the Lebanon Emergency Assistance Project (LEAP), now invites eligible local experts ("Individual Consultants"), to indicate their interest in providing the required Task. Interested individuals should provide information demonstrating that they have the required qualifications and relevant experience to perform the Tasks by submitting their Expression of Interest ("EOI") and Curriculum Vitae("CV") as per attached CV format. The shortlisting criteria are:

- A minimum of a Bachelor's degree in Civil Engineering, occupational health and safety, Environmental Health, or a related field is typically required.
- Bachelor's degree in OHS Certified by a reputable national or international certification organization such as OSHA, NEBOSH, etc. First Aid certification is a must.
- At least fifteen (15) years of experience in managing occupational health and safety aspects during the execution of large civil works projects.
- Comprehensive knowledge of OSHA standards, national codes, and other relevant safety regulations.
- Must have relevant certifications such as OSHA, NEBOSH, IOSH, ISO 45001 or equivalent
- Proficiency in conducting risk assessments and implementing risk mitigation strategies.
- S/he will be responsible for OHS aspects of work sites and shall submit the site visit report of the site to the CDR on the status of implementation of mitigation measures, complaints received, and actions taken.

- The OHS specialist shall ensure that all necessary equipment (including personal protective equipment) and support including but not limited to provision of dedicated vehicles, office space and accessories, safety related tools are provided to the contractor's OHS manager during the contract.

(For more information refer to the attached TOR paragraph V)

It is mandatory to limit the EoI to a maximum of 10 pages including the CV as per attached CV format. Pages beyond 10 will not be reviewed.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers for Goods, Works, Non-Consulting services" dated February 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

Shortlisted Consultants will be invited for interview, upon which a Consultant will be selected for negotiation in accordance with the Individual Consultant Selection described in the "World Bank Procurement Regulations for IPF Borrowers.

The Deadline for receiving EOIs is to be on Wednesday, October 22nd, 2025 at 12:00 o'clock noon Beirut local time

Expressions of Interest (EOI) must be delivered to the address below by hand or carrier including one original, one copy and one electronic CD ROM.

Address:

Council of Development and Reconstruction (CDR)

Tenders Department

City: Beirut

Beirut - Lebanon

Telephone: (+961-1-980096)

Facsimile number: (+961-1-981255)

Lebanon Emergency Assistance Project (LEAP)
Terms of Reference for the “Occupational, Health and Safety Auditor (Lump Sum -Deliverable based remuneration)”
June 2025

I- Introduction

As Lebanon emerges from the 2023-24 conflict and overlapping multifaceted crises, the proposed emergency Project supports the most urgent repair and reconstruction of damaged critical infrastructure and lifeline services and the sustainable management of rubble. Given the magnitude of the needs, estimated at approximately \$11 billion, the Project establishes a robust, transparent, and data-driven framework to identify and execute priority investments, restoring essential services where they are most urgently needed to resume social and economic activities. This framework will allow the Government of Lebanon (GOL) to seamlessly coordinate support for recovery and reconstruction as additional financing becomes available from partners. To enable the efficient delivery of the expected volume of investments in the years ahead in an accountable and transparent manner, reform measures and streamlined procedures have been identified to strengthen the Council for Development and Reconstruction (CDR) according to international benchmarks.

II- Project Background

The Proposed Project Objective is to enable sustainable recovery and restore lifeline services and critical infrastructure in conflict-affected areas of Lebanon.

The LEAP will support the GoL in a sequenced approach to response, recovery and early reconstruction. This will include improvements in the environmental management of rubble, restoration of lifeline services and critical infrastructure in prioritized areas affected by the conflict and support to the most vulnerable to undertake repairs to partially damaged housing. The Project will inform longer term reconstruction of damaged public buildings and infrastructure using a Build Back Better (BBB) approach to promote adaptation, sustainability, inclusion, and significant energy efficiency improvements and considering options for private sector financing. The four Project components are: (1) Immediate Response, (2) Lifeline Services and Critical Infrastructure Recovery; (3) Sustainable and Robust Reconstruction of Infrastructure and Lifeline Services; and (4) Project Management.

The LEAP is implemented by the Council for Development and Reconstruction (CDR) (hereinafter referred as Client) representing the Government of Lebanon (GOL) with expected funding support from the World Bank (WB).

III- Objective of the Assignment

The Council for Development and Reconstruction (CDR) intends to select a suitably qualified individual Consultant who will act as an **“Occupational, Health and Safety Auditor (Lump Sum -Deliverable based remuneration)”**, in the Project Management Unit (PMU), to provide assistance to CDR during the implementation of the Lebanon Emergency Assistance Project.

IV- Scope of Work:

The scope of works entails the provision of an **Occupational, Health and Safety Auditor** consulting services for the Lebanon Emergency Assistance Project with the Council for Development. The expected tasks within this scope will cover, but not limited to, the following tasks:

1. The Occupational, Health and Safety Auditor will be in charge of all activities aimed at ensuring the efficient implementation of the Occupational, Health and Job Safety issues among stakeholders of the project.
2. Monitor and Conduct regular health and safety audits of the Project sites, focusing on compliance with safety standards and best practices, identify areas for improvement and recommend corrective actions to enhance safety performance. Follow up on audit findings to ensure that corrective actions are effectively implemented. If required, inform CDR to instruct the Contractors to take action in accordance with the requirements of the Contract.
3. Coordinate reviews of E&S instruments by the client and World Bank, compiling comments, making recommendations
4. Ensure that the contractor is adhering to the Labor Management Procedures (LMP) and day-to-day OHS requirements of the the project, the OHS safeguard requirements under national law (including conditions of consent), and the World Bank's Occupational Health and Safety Guidelines .
5. Report on E&S performance of contractors and subcontractors.
6. Review the existing arrangements for recruiting labor and what type of insurance coverage (life insurance and insurance against injuries and occupational health risks) and if compensations are provided;
7. Assess and investigate the type of contract between the contractor and sub-contractors to verify that workers have life/medical insurance;
8. Contribute to the Environmental and Social Incident Response Toolkit (ESIRT) as needed: Investigate any incidents, accidents, or near-misses that occur during the project, focusing on root cause analysis to prevent recurrence, prepare detailed incident reports and recommend corrective actions to address identified issues and maintain comprehensive records of all incidents, inspections, and safety audits.
9. Conduct detailed risk assessment and hazard identification specific to project activities, such as working with debris, infrastructure and civil projects and develop and implement risk mitigation strategies tailored to the unique challenges of the project activities.
10. Ensure compliance with industry-specific health and safety regulations, such as OSHA (Occupational Safety and Health Administration) standards, NFPA (National Fire Protection Association) codes, and local regulatory requirements.
11. Develop and deliver specialized training programs for employees and contractors involved in the project, focusing on occupational health and safety, and community health and safety issues associated with the project including safe practices for rubble management and in civil and infrastructure works.
12. Promote a culture of safety awareness and proactive risk management among all project participants.
13. Develop and maintain emergency response plans tailored to the specific risks associated with the Project, coordinate with local emergency services and ensure that the rehabilitation team is prepared for potential emergencies, conduct regular emergency response drills and evaluate their effectiveness.

V- Qualifications Requirements:

The Occupational, Health and Safety Specialist shall have following qualifications and experience:

- A minimum of a Bachelor's degree in Civil Engineering, occupational health and safety, Environmental Health, or a related field is typically required.
- Bachelor's degree in OHS Certified by a reputable national or international certification organization such as OSHA, NEBOSH, etc. First Aid certification is a must.
- At least fifteen (15) years of experience in managing occupational health and safety aspects during the execution of large civil works projects.
- Comprehensive knowledge of OSHA standards, national codes, and other relevant safety regulations.
- Must have relevant certifications such as OSHA, NEBOSH, IOSH, ISO 45001 or equivalent
- Proficiency in conducting risk assessments and implementing risk mitigation strategies.
- S/he will be responsible for OHS aspects of work sites and shall submit the site visit report of the site to the CDR on the status of implementation of mitigation measures, complaints received, and actions taken.
- The OHS specialist shall ensure that all necessary equipment (including personal protective equipment) and support including but not limited to provision of dedicated vehicles, office space and accessories, safety related tools are provided to the contractor's OHS manager during the contract.

- **The OHS Auditor should have the following set of personal skills:**
 - ability to analyze complex safety data, identify trends, and develop effective safety programs,
 - Strong verbal and written communication skills to effectively convey safety information to all levels of the organization.
 - Ability to develop and deliver specialized safety training programs.
 - Strong problem-solving abilities to address safety issues and implement corrective actions.
 - Meticulous attention to detail to identify potential hazards and ensure compliance with safety standards.
 - Ability to lead safety initiatives and foster a culture of safety within the organization.
 - Proactive in identifying and addressing safety concerns before they become critical issues.
 - Ability to work collaboratively with project managers, engineers, and other stakeholders.

VI- DELIVERABLES

The **ESOHS Expert** shall submit to CDR for review, the following:

➤ **Weekly Audit reports for each contract:**

At the completion of each site visit, the Expert shall prepare one audit report for each contract describing the supervision consultant's services and the contractor's works, findings, assessments, recommendations of all matters related to ESMP (where applicable) and OHS safeguards including but not limited to the tasks outlined in the scope of work (paragraph IV), and which will encompass details of the following:

- Meetings with the consultant and contractor during the site visit;
- Evaluation and comment of contractor(s) construction project health and safety plans; including all construction health and safety measures;
- Evaluation and comment the Contractor's adherence to the Environmental and Social Management Plan (ESMP),
- Evaluation and comments regarding the workplace environments, equipment, and practices to ensure that they follow safety standards and regulations;
- Audits findings and recommendations;
- Reporting that the Contractor is following the World Bank's cleared ESMP and OHS Management Plan;
- Reporting that the workers are receiving appropriate training and toolkit talks;
- Reporting that the workers are undertaking appropriate risk assessments and mitigation measures;
- Reporting that all its workers have proper personal protective equipment (PPE);
- Review the OHS incident register as well as activities on site to identify any potentially dangerous practices or issues;
- Meetings records to include all construction health and safety matters;
- Record of revised changes to the construction project health and safety risk profiles and specifications;
- Record of revised changes to the project design or construction methods which would trigger an update to the ESMPs;
- Record of contractor(s) construction health and safety performance;
- Record of construction project Environmental and Social Safeguards performance as per the World Bank's cleared ESMP;
- Record of construction project health and safety work stoppage reports;
- Record of incident and accident investigations and corrective actions;
- Inform CDR immediately at the end of the visit by email of any serious non-compliance of OHS safeguards.

Weekly reports with photographic documentation are to be submitted within three (3) working days from the site visit via email and registered in one hard copy at CDR within five (5) days from the site visit.

➤ **Quarterly report**

Quarterly report should include an executive summary for each of the 13 contracts as the result of the audit visits made during the cycle including the findings, assessments, recommendations of all matters related to ESMP and OHS safeguards.

Quarterly reports are to be submitted within 3 working days from the site visit via email and registered in one hard copy at CDR within 5 days from the site visit.

The Expert shall submit his/her draft report to the CDR for review. Should the CDR have any comments or where clarification is sought from the Expert, this shall be performed by the Expert at no additional cost and in a timely manner.

VII-Duration

The contract duration is 24 months. The contract is a Deliverables Base contract subject to extension/Addendum for the project duration upon mutual agreement, and strong performance of the Consultant.

VIII- Administration and Reporting

The Consultant will report to the CDR, PMU Director.

IX- Remuneration

Billing and payments in respect of this service shall be made upon deliverables and on a Lump-Sum basis. The Consultant shall submit his/her invoice upon submitting related deliverables as stipulated in the contract. Noting that the total Consultant's remuneration (fees) shall include all communication fees, software, computers, and any Taxes at the home country of the **Occupational, Health and Safety Auditor**.

X- Client's Responsibilities

CDR will provide all the necessary documentation and information that may be needed by the Consultant to fulfill his obligations. CDR will make available office space within its premises with internet connection and email access.

XI- Bank Secrecy Declaration:

The Consultant should submit in his/her EOI a signed and stamped declaration, in which, as stipulated in "article (5) of the banking secrecy law dated 3/9/1956 and as stipulated in the resolution of the Council of Ministries no.4 dated 28/4/2020", the Consultant agrees to lift banking secrecy over the bank account used to deposit or transfer public funds related to this Contract, and which will be included as Contract Clause.

CURRICULUM VITAE (CV) FORMAT

Position Title	{e.g., }
Name of Expert:	{Insert full name}
Date of Birth:	{day/month/year}
Country of Citizenship/Residence	

Education: {List college/university or other specialized education, giving names of educational institutions, dates attended, degree(s)/diploma(s) obtained}

Employment record relevant to the assignment: Starting with present position, list in reverse order. Please provide dates, name of employing organization, titles of positions held, types of activities performed and location of the assignment, and contact information of previous clients and employing organization(s) who can be contacted for references. **Past employment that is not relevant to the assignment does not need to be included.**

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
[e.g., May 2005-present]	[e.g., Ministry of , advisor/consultant to... For references: Tel...../e-mail.....; Mr. Hbbbb, deputy minister]		

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): _____

Adequacy for the Assignment:

Detailed Tasks as per the TOR Scope of Work	Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks
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Individual Consultant's contact information: (e-mail , phone.....)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

{day/month/year}

Name of the Individual Consultant

Signature

Date

Contract For an Individual Consultant Lump Sum (Deliverables) Payments

Between

Council for Development and reconstruction

and

[insert the Consultant's name]

Contract Number: [insert number]

Project name: Lebanon Emergency Assistance Project (LEAP)

Title of Consulting Services: Occupational, Health and Safety Auditor

Procurement reference: LEAP-IC-Proc-11

Date of Contract's Signature: _____

SAMPLE CONTRACT FOR CONSULTING SERVICES

SMALL ASSIGNMENTS

TIME BASED PAYMENTS

(IBRD FINANCED)

CONTRACT No. [insert]

THIS CONTRACT (“Contract”) is entered into this *[insert starting date of assignment]*, by and between *[insert Client’s name]* (“the Client”) having its principal place of business at *[insert Client’s address]*, and *[insert Consultant’s name]* (“the Consultant”) having its principal office located at *[insert Consultant’s address¹]*.

WHEREAS, the Client wishes to have the Consultant perform the services hereinafter referred to, and

WHEREAS, the Consultant is willing to perform these services,

NOW THEREFORE THE PARTIES hereby agree as follows:

1. Services (i) The Consultant shall perform the services specified in Annex A, “Terms of Reference and Scope of Services,” which is made an integral part of this Contract (“the Services”).

(ii) The Consultant shall perform the Services as per financial details of Annex B, "Consultant's corresponding unit rates".

(iii) The Consultant shall submit to the Client the reports specified in Annex C, "Consultant's Reporting Obligations."

2. Term The Consultant shall perform the Services during the period commencing *[insert starting date]* and continuing through *[insert completion date]*, or any other period as may be subsequently agreed by the parties in writing.

3. Payment A. Ceiling

For Services rendered pursuant to Annex A, the Client shall pay the Consultant an amount not to exceed *[insert amount]*. This amount has been established based on the understanding that it includes all of the Consultant's costs and profits as well as any tax obligation that may be imposed on the Consultant. Taxes shall be the responsibility of the consultant.

¹ Avoid use of "P.O. Box" address

B. Remuneration

This contract is a deliverable based contract and payments are based on deliverables: The ESOHS Expert shall submit his/her invoice at the beginning of each month to cover the deliverables submitted during the previous month based on the agreed unit cost for each report.

Noting that the total Expert's remuneration (fees) shall include all communication fees, software, computers, site visits expenses, cost of travel and all other Taxes.

Payments are due upon approval of CDR on the deliverables

C. Payment Conditions

Payment shall be made in *[specify currency]*, no later than 30 days following submission by the Consultant of invoices in duplicate to the Coordinator designated in paragraph 4.

Payments shall be made to Consultant's bank account *[insert banking details. If payment by bank wire is not possible, prior Bank approval to apply cash payments option shall be obtained]*

All expenses such as travel, airport transfer, site transfer, lodging, communication, meals, visa fee, etc....are deemed to be included in Consultant deliverable based contract fees.

4. Project Administration

A. Coordinator.

The Client designates Mr./Ms. *[insert name and job title]* as Client's Coordinator; the Coordinator will be responsible for the coordination of activities under this Contract, for acceptance and approval of the reports and of other deliverables by the Client and for receiving and approving invoices for the payment.

B. Reports.

The reports listed in Annex C, "Consultant's Reporting Obligations," shall be submitted in the course of the assignment.

Monthly Progress reports will constitute the basis for the payments to be made under paragraph 3.

C. Timesheets

During the course of their work under this Contract, including field work, the Consultant shall be required to complete timesheets, or any other

document used to identify time spent, as well as expenses incurred, as instructed by the Project Coordinator.

5. Performance Standards The Consultant undertakes to perform the Services with the highest standards of professional and ethical competence and integrity.

6. Inspections and Auditing The Consultant shall comply with the Bank's Anti-Corruption Guidelines and shall permit the Bank and/or persons or auditors appointed by the Bank to inspect and/or audit its accounts and records and other documents relating to the submission of the Proposal to provide the Services and performance of the Contract. Any failure to comply with this obligation may constitute a prohibited practice subject to contract termination and/or the imposition of sanctions by the Bank (including without limitation s (determination of ineligibility) in accordance with prevailing Bank's sanctions procedures.

7. Confidentiality The Consultants shall not, during the term of this Contract and within two years after its expiration, disclose any proprietary or confidential information relating to the Services, this Contract or the Client's business or operations without the prior written consent of the Client.

8. Ownership of Material Any studies reports or other material, graphic, software or otherwise, prepared by the Consultant for the Client under the Contract shall belong to and remain the property of the Client. The Consultant may retain a copy of such documents and software².

9. Consultant Not to be Engaged in Certain Activities The Consultant agrees that, during the term of this Contract and after its termination, the Consultants and any entity affiliated with the Consultant, shall be disqualified from providing goods, works or services (other than consulting services that would not give rise to a conflict of interest) resulting from or closely related to the Consulting Services for the preparation or implementation of the Project

10. Insurance The Consultant will be responsible for taking out any appropriate insurance coverage.

11. Assignment The Consultant shall not assign this Contract or sub-contract any portion of it without the Client's prior written consent.

² Restrictions about the future use of these documents and software, if any, shall be specified at the end of paragraph 8.

12. Law Governing The Contract shall be governed by the laws of *[insert government]*, and the **Contract and Language** language of the Contract shall be³ *[insert language]*

13. Dispute Resolution⁴ Any dispute arising out of the Contract, which cannot be amicably settled between the parties, shall be referred to adjudication/arbitration in accordance with the laws of the Client's country.

14. Termination by the Client The Client may terminate this Contract with at least ten (10) working days prior written notice to the Consultant after the occurrence of any of the events specified in paragraphs (a) through (e) of this Clause:

- (a) If the Consultant does not remedy a failure in the performance of its obligations under the Contract within seven (7) working days after being notified, or within any further period as the Client may have subsequently approved in writing;
- (b) If the Consultant becomes insolvent or bankrupt;
- (c) If the Consultant, in the judgment of the Client or the Bank, has engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices (as defined in the prevailing Bank's sanctions procedures) in competing for or in performing the Contract.
- (d) If, as the result of Force Majeure, the Consultant is unable to perform his Services for a period of not less than thirty (30) days;
- (e) If the Client, in its sole discretion and for any reason whatsoever, decides to terminate this Contract.

15. Termination by the Consultant The Consultant has the right to terminate this contract by not less than thirty (30) days written notice to the Client, such notice to be given after the occurrence of any of the events specified in the below paragraphs (a) to (c) of this Clause:

³ The law selected by the Client is usually the law of its country. However, the Bank does not object if the Client and the Consultant agree on another law. The language shall be English, French, or Spanish, unless the Contract is entered into with a domestic firm, in which case it can be the local language.

⁴ In case of a Contract entered into with a foreign Consultant, the following provision may be substituted for paragraph 13: "Any dispute, controversy or claim arising out of or relating to this Contract or the breach, termination or invalidity thereof, shall be settled by arbitration in accordance with the UNCITRAL Arbitration Rules as at present in force."

(a) If the Client fails to pay any money due to the Consultant pursuant to this Contract hereof within forty-five (45) days after receiving written notice from the Consultant that such payment is overdue,

(b) If the Client is in material breach of his obligations pursuant to this Contract and has not remedied the same within forty-five (45) days (or such longer period as the Consultant may have subsequently approved in writing) following the receipt by the Client of the Consultant notice specifying such breach,

(c) If, as the result of Force Majeure, the Consultant is unable to perform his Services for not less than sixty (60) days.

FOR THE CLIENT

FOR THE CONSULTANT

Signed by _____

Signed by _____

Title: _____

Title: _____

LIST OF ANNEXES

Annex A: Terms of Reference and Scope of Services

Annex B: Contract Price and Payment Terms

Annex C: Consultant CV

ANNEX A

Terms of Reference and Scope of Services

Annex B

CONTRACT PRICE AND PAYMENT TERMS

Description	Unit	Qty	U.P.	Sub-Total
ESOHS Reports for contract FA001 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA002 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA003 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA004 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA005 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA006 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA007 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA008 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA009 x 6 estimated reports	Report	6 (Estimated)	----- --	-----
ESOHS Reports for contract FA010 x 6 estimated reports	Report	6 (Estimated)	----- --	-----

"The quantities listed above are estimates; the consultant will be compensated based on actual submitted field visits reports."

ANNEX C

CONSULTANT'S CV