

Project Name: Renewable Energy and System Reinforcement Project

TERMS OF REFERENCE – ENVIRONMENTAL AND SOCIAL SPECIALIST

Electricite Du Liban (EdL)

1- BACKGROUND

The Ministry of Energy and Water (MOEW), through Electricité du Liban (EDL) and the Litani River Authority (LRA), will implement the Lebanon Renewable Energy and System Reinforcement Project (P180501). The EDL total project cost is 250MUSD, financed through a combination of IBRD loan financing and government contributions.

This project is designed to strengthen Lebanon's electricity infrastructure, enhance renewable energy integration, and improve overall energy sector efficiency. It includes investments in grid modernization, hydropower rehabilitation, network reinforcement, and institutional capacity building to ensure the sustainability of Lebanon's energy sector.

To facilitate effective project implementation, EDL and LRA have established Project Management Teams (PMTs) composed of professionals who will lead or support the achievement of the respective project component objectives.

The EDL is seeking to recruit an Environment and Social Standards Specialist who is responsible for ensuring compliance with the Environmental and Social Commitment Plan (ESCP), World Bank Environmental and Social Standards (ESSs), and national environmental and social regulations. This includes monitoring project activities to mitigate environmental and social risks, overseeing stakeholder engagement, and ensuring the implementation of environmental and social standards in line with project requirements.

2- SCOPE OF WORK

The Environmental and Social specialist will be responsible for (i) Assisting the PMT to monitor, ensure the implementation and report on the following Environmental & Social documents in accordance with the Bank's Environmental and Social Framework (ESF):

1- Environmental and Social Commitment Plan (ESCP)

The ESCP which was cleared and disclosed on 04-09-2024 is comprised of a summary of the material measures and actions to address the potential environmental and social risks and impacts of the project in accordance with the mitigation hierarchy. ESCP sets out measures and actions required for the project to achieve compliance with the relevant Environmental and Social Standards (ESSs) over a specified timeframe. This ESCP is considered as a binding document where EDL is responsible to prepare and implement.

2- Stakeholder Engagement Plan (SEP)

This SEP which was cleared and disclosed on 22-08-2024 i) identifies stakeholders to be consulted during project lifecycle; ii) outlines the plan of engagement with the identified stakeholders related to the environmental and social impacts of Project proposed activities; iii) establishes an approach for stakeholder engagement; and iv) ensures appropriate project information disclosure. The SEP also includes details of the project grievance redress mechanism. Disclosure of information is required at the central level and at the local level.

3- Labor Management Procedures (LMP)

Support the preparation of LMP which aims at ensuring: (a) that the project interventions and activities comply with the Environmental and Social Standards (ESS) of the WB's Environmental and Social Framework (ESF), in particular ESS2 (Labor and Working Conditions) and the requirements of the national law; (b) that measures are in place to manage any risks associated with the project identified workers under a project and to determine the resources necessary for labour planning and management, including environmental health and safety measures.

- 4- Solar Photovoltaic Power Environmental and Social Screening Report: this screening report includes the results of background research and site visits to four prospective solar power plant sites (SPPS), stakeholder interviews with government ministries and local authorities, and identification of potential environmental and social risks and impacts at the identified locations. The report also identifies high-level mitigation measures that may be necessary in order to develop SPPS at these locations.
- 5- Site specific ESIA/ESMPs and other E&S management plans which will be prepared during Project Implementation

3- DETAILED TASKS:

The E&S Specialist will manage all E&S activities in accordance with the relevant World Bank Environmental and Social Standards. The tasks of the E&S Specialist will include:

- Familiarize with the Project Appraisal Document (PAD), Environmental and Social Commitment Plan (ESCP), Stakeholders Engagement Plan (SEP), Labor Management Procedures (LMP), PV Screening Report, prepared, cleared and disclosed for the project and all other relevant environmental and social (E&S) project documents.
- Prepare a detailed and specific E&S Annual Work Plan to align the E&S commitments as per the ESCP in coordination with the Project planned activities.
- Ensure timely implementation of the E&S commitments under the ESCP.
- Regularly report to the PMU Manager about progress, achievements, challenges, and proposed solutions.
- Prepare regular E&S progress reports, relevant to project implementation progress,
- Prepare Terms of Reference (TOR) for E&S assessments, studies, plans or actions as required in the ESCP and for any additional works that emerge during the process of Project implementation.

- Review and provide feedback on E&S assessment, studies, plans submitted to the PMU from different consultants, and contractors.
- Conduct regular coordination meetings with the Supervision Consultant and Contractor's E&S officers to ensure timely implementation E&S actions and mitigation measures.
- Lead discussions with different project stakeholders on E&S topics and aspects in close coordination with the different project components.
- Ensure timely national E&S approvals and Bank clearances of E&S plans in accordance with the project workplan.
- Conduct regular coordination meetings with the Environmental and Social consulting firm(s) to follow-up on progress of reports preparation, facilitation of site visits, harmonization of reports and resolving any technical and/or administrative challenges which may delay preparation of E&S reports.
- In close coordination with the PMU Manager, prepare Gantt Chart for the preparation, review and clearance of the E&S reports and activities with clear milestones for each task under the ESCP.
- Follow-up with the World Bank concerning the review and clearance of the environmental and social reports.
- Ensure that the World Bank comments on the submitted reports are properly addressed before re-submission for clearance.
- Ensure that cleared instruments are nationally disclosed in a clear and appropriate manner
- Ensure that mitigation measures determined in any of the cleared instruments (e.g. ESIA, ESMPs...etc.) are reflected in the project designs, bidding documents and contractor contracts.
- Ensure that the Project applicable Environmental and Social Standards are adopted and adhered to in all relevant Project activities and studies.
- Participate effectively in the Project meetings, World Bank missions and other Project-related events.
- Conduct E&S auditory site visits to follow up on the implementation of the relevant instruments.
- Monitor and report on the implementation of ES management plans such as LMP, ESIA, ESMPs, Biodiversity Management Plan, and any other plans prepared during Project implementation.
- Prepare quarterly E&S Monitoring reports to be submitted to the World Bank
- Assist the EDL to establish a functional project grievance mechanism including a mechanism to address complaints related to sexual exploitation and abuse (SEA) and sexual harassment (SH)
- Ensure that any Project-related E&S complaints are properly and timely addressed through functional grievance response channels and mechanisms.
- Propose, conduct and facilitate E&S training/awareness workshops for the relevant EDL staff members on E&S national and Bank ESF requirements, including awareness raising on SEA/SH and Code of Conduct.
- Document good E&S practices and ensure their dissemination and communication among project stakeholders.

- Assist the EDL and contractors establish a grievance mechanism for workers, in line with ESS2 requirements and LMP and assist the PMU in handling these grievances. The workers' grievance mechanism will have dedicated channels to address sensitive SEA/SH complaints
- Ensure the implementation of SEP activities as well as the information disclosure and the engagement with different stakeholder groups, as per stakeholder engagement strategy in the SEP

Performance Measurement and Key Performance Indicators (KPIs)

The Environmental and Social Specialist's performance will be measured based on the following Key Performance Indicators (KPIs):

1. **Timeliness:** Percentage of deliverables completed on time, including the E&S workplan, quarterly progress reports, and the Environmental and Social Impact Assessment (ESIA).
2. **Quality:** Number of World Bank or national regulatory comments addressed satisfactorily in submitted reports.
3. **Stakeholder Engagement:** Number of stakeholder engagement activities conducted, including meetings, workshops, and consultations.
4. **Risk Management:** Number of Adequate mitigation measures proposed and included in the ES management plans
5. **Compliance:** Percentage of project activities compliant with the Environmental and Social Commitment Plan (ESCP) and World Bank Environmental and Social Standards (ESS).
6. **Training & Capacity Building:** Number of training sessions conducted for EDL staff and contractors on E&S requirements.
7. **Grievance Redress:** Percentage of grievances resolved within the agreed timeframe (e.g., 30 days).
8. **Reporting:** Timeliness and quality of quarterly progress reports submitted to the World Bank.
9. **Biodiversity Management:** Implementation of biodiversity management plans (if applicable).
10. **Information Disclosure:** Percentage of required project information disclosed to stakeholders as per the Stakeholder Engagement Plan (SEP).

The specialist's performance will be reviewed quarterly by the PMU Manager, with a comprehensive annual review. Feedback will be provided, and performance will be linked to contract renewal and other incentives.

4- Deliverables:

- 1- E&S workplan matching the ESCP requirements with clear milestones and dates matching the relevant project activities.
- 2- E&S quarterly Progress reports to be submitted to the World Bank.
- 3- Ensure the Stakeholder Engagement Plan (SEP) is updated and finalized

Ensure the preparation of the following documents in accordance with the ESCP provisions and the relevant ESSs:

- 4- Labor Management Procedures (LMP) to be prepared as per the timelines specified in the ESCP.
- 5- Environmental and Social Impact Assessment (ESIA) for the solar PV power plant once the location has been determined. The ESIA will include biodiversity management plan as needed for the important bird areas identified if any.

5- REPORTING REQUIREMENTS

The E&S specialist will report to the PMU manager.

6- DURATION OF ASSIGNMENT & INPUTS TO BE PROVIDED BY THE PROJECT MANAGEMENT

The proposed assignment is expected for a one-year period and will be renewable based on performance.

7- QUALIFICATIONS AND CRITERIA

Required Qualifications are as follows:

- At least a university degree in environmental science, social science or any other related field. A master's degree or higher is an advantage.
- A minimum of 7 years of demonstrated working experience relevant to management of environmental and social aspects in large-scale infrastructure projects, preferably in the renewable energy sector.
- Knowledge and understanding of international environmental and social assessments and practices.
- Strong familiarity with World Bank Group Environmental and Social framework (ESF), international financial institution Environmental, Social and Governance/Standards (ESG/S) or other international development agency Environmental and Social policies and standards, is preferable.
- Strong communication skills in both English and Arabic, including writing and speaking skills..
- Willingness to travel to various areas of Lebanon.
- Demonstrate ability to motivate and promote collaboration amongst diverse teams and team members.
- Availability, dependability, and willingness to be flexible.
- Maintain an enthusiastic and positive attitude towards helping others.
- Excellent computer skills