

REFORM SUPPORT UNIT

SCHOOL EDUCATION & LITERACY DEPARTMENT GOVERNMENT OF SINDH

Terms of Reference

PMIU Environmental Specialist

Sindh Early Learning Enhancement Through Classroom Transformation (SELECT)

1. Project Background

The Sindh Early Learning Enhancement through Classroom Transformation project (SELECT) was approved in July 2021, became effective in August 2021, and the closing date is April 2026. It comprises an International Development Agency (IDA) Credit of US\$100 million, a Global Partnership for Education (GPE) Education Sector Plan Implementation Grant (ESPIG) for US\$29.9875 million, and a GPE Multiplier Grant (MG) of US\$24.775 million. The project will be implemented in twelve selected districts in the Sindh province: Badin, Ghotki, Jacobabad, Kambar-Shahdadkot, Kashmore, Mirpurkhas, Mitiari, Sanghar, Shikarpur, Sujjawal, Tando Muhammad Khan, and Thatta. The project will be implemented by the School Education and Literacy Department (SELD), through a project management and implementation unit (PMIU) to be housed within the SELD Reform Support Unit (RSU), and in conjunction with SELD's allied agencies and the Directorate of School Education (DSE).

The Project Development Objective (PDO) is to improve reading skills of early grade primary students and increase student retention in primary schools in selected districts. The Project consists of the following four components and financing:

- a. Component 1: Transforming teaching practices in the early grades—US\$16.9875 million
- b. Component 2: Developing an effective and safe learning environment—US\$116.775 million
- c. Component 3: Improving system capacity for better school leadership and management support—US\$16.5 million
- d. Component 4: Monitoring and evaluation and project management—US\$4.5 million

2. Objectives of the Assignment

The Reforms Support Unit (RSU), School Education and Literacy Department (SELD) is seeking to strengthen its existing management through the placement of the above referred Environmental Specialist, that will be responsible to look after the overall planning, design, construction and

operations, ESMP protocols of the project with the green engineering perspective. The consultant will ensure compliance with the rules, procedures, and government and World Bank guidelines/regulations in managing the project. This will require leading assignments involving low to moderate levels of risk with many variables, and requiring constant review of deliverables and processes in-line with the Project Design stipulated in the POM.

The Environmental Specialist will provide support to the RSU, and will report and advise on the project environment-related risks and mitigation measures to the Chief Program Manager (CPM), RSU.

3. Scope of Functions

The environmental risks associated with the project activities are related to the rehabilitation and upgradation of education facilities, involving civil works that will lead to temporary, localized and reversible environmental impacts such as generation of dust, noise and construction waste which may affect workers and nearby communities. In particular, Component 2 of the project relates to civil works for the upgrade of selected schools, which are likely to generate debris, and one of the key roles of the Environmental Specialist will be to propose mitigation measures for handling of construction-related waste. The provision of potable water facility in the schools is another important aspect. Since the quality of underground water in Sindh is not at par with the World Health Organization (WHO) standards, it is imperative that ways and means are found to maintain the quality of water in the schools. Additionally, in order to ensure sustainable developmental activities, the Specialist will work with the RSU team to ensure climate responsive approaches are adopted in the planned upgrade of selected schools both to mitigate climate-related risks and adopt energy-efficient and cost-effective adaptation measures.

The Environment Specialist will assist and advise the RSU/PMIU in carrying out project-related functions in accordance with World Bank's Environmental and Social Framework (ESF) policy as well as Project Appraisal Document (PAD), and the Environmental and Social Management Framework (ESMF) Plan.

The specialist will perform the following functions, duties, and tasks:

- Under the guidance of the Project Coordinator/Deputy Project Coordinator, overall oversight of the CPM RSU, and with inputs from and in close cooperation with other RSU staff, serve as focal person for environmental safeguards and ensure compliance of Environmental & Social Management Framework and site-specific plans as applicable.
- Supervise implementation of all environment aspects including environmental screening and filling the screening checklists for each subproject to be undertaken under the project. Supervising and supporting the RSU/PMIU in achieving their responsibilities as outlined in the ESMF and subsequent Checklists.

- Liaise at the district level with the respective environmental focal persons for the education implementing partners, for the development, implementation, monitoring, and reporting of Environmental and Social Management Plans (ESMPs).
- Oversee the planning, design, construction and operations ESMP protocols of the project with the green engineering aspects.
- Preparation of ESMPs school /taluka /district and region wise in close coordination with the consulting firm.
- Work with the RSU/PMIU team to address project-level impacts on climate change and consider the impacts of climate change on the selection, siting, planning, design and implementation and decommissioning of sub-projects.
- Provide assistance to RSU/PMIU and advise the CPM RSU/PC on the implementation of climate responsive mitigation activities, based on the varying needs of districts based on their climate, environment and energy efficiency considerations and vulnerabilities.
- Ensure that all schools be designed as environmentally friendly, climate-responsive and energy efficient buildings, per the PAD and any other relevant and applicable guidelines and protocols.
- Ensure provision of safe drinking water, find alternate sources of water wherever necessary and ensure lab testing of water samples at all the places is conducted as required in the ESMF/ESMPs.
- Ensure alternate sources of energy having low environmental risks wherever possible, ensure that the tendering process have well covered environmental aspects.
- Prepare periodic environmental monitoring and progress reports (monthly, quarterly and annual), and submit to the RSU/PMIU and World Bank.
- Ensure environmental programs and processes are compliant with applicable rules and regulations.
- Support and maintain systems that are in place to ensure that environmental compliance requirements are properly managed.
- Ensure appropriate clauses on compliance with environmental law, rules, regulations, and safeguards as per ESMF are included in the bidding documents and contracts awarded to civil work contractors under the project.
- Develop training materials for ESMF trainings, with the support of the RSU team. Conduct/manage ESMF trainings for the Technical Support Partners (TSP), personnel and Districts Environmental and Social Focal Persons (ESFPs) in accordance with the Training Plan given in ESMF.
- Supervising and supporting Technical Support Partners (TSP) in achieving their responsibilities as outlined in the ESMF and subsequent ESMPs and Checklists.
- Carrying out frequent field visits and conduct monitoring for effective ESMF implementation. Consult the project beneficiaries and take stock of their feedback on environmental compliance; and document the field findings in a “Back to Office Report (BTOR)” / “Note for Record” preferably for each visit.
- Support processes to ensure that environmental risks of all initiatives under the project are understood and mitigated and provides routine status updates.

- Provide orientation to contractors and workers on the application of environmental health guidelines and the COVID-19 protocols for construction and supervise compliance with those guidelines
- Ensure consistency of environmental health documents and procedures with national and international guidelines such as World Bank WB EHS guidelines as well as WHO guidance related to COVID-19.
- Assist with updating indicators by collecting data/information on environmental elements related to civil works activities, in particular data relating to the climate-responsive indicator
- Work with the M&E Specialist of the project to document best-practices for the roll-out of future school constructions and refurbishment.
- Conduct field visits and assist in the environmental auditing/Third Party Monitoring (TPV) and assessment.
- Maintain documentation of required compliance records.
- Keep a regular track of mitigation measures taken at each project site through developing simple database/monitoring list(s) and adequately reflect in monthly/quarterly progress report(s).
- Review and revise, if needed, the safeguard and project implementation documents and ensure timely delivery of outputs in line with the POM in consultation with the World Bank.
- Coordinate closely with the World Bank Environmental Specialist, Project procurement team, engineering team members, and social safeguards specialist.
- Ensure that the approved milestones are achieved as per the agreed timelines.
- Work closely with key agencies including related line ministries, beneficiary agencies, environmental health, planning, and waste management
- Keep the RSU updated on the progress of activities and flag any related issues.
- Perform other related functions, duties, and tasks as may be requested by CPM-RSU, PMIU Project Coordinator.

4. **Qualification and professional experience**

Qualifications

- At least, Master's degree or equivalent (sixteen (16) years of education) in environmental sciences or another relevant degree, from a foreign or local university duly recognized by the Higher Education Commission (HEC) of Pakistan.
- Preferred: additional qualification, Diplomas, and trainings in Environmental Studies/ Environmental Management.

Experience

- At least, five (05) years of documentary verifiable relevant experience, after acquiring stipulated qualifications, in Environmental Impact Assessment, Environment Management Plan, Environment, Health & Safety, planning / designing, implementing, training, monitoring and evaluating activities. Preferred: eight (08) or more years of relevant experience.

- Track record in working across industry sectors in government and donor-funded projects to identify environmental health and develop mitigation and adaptation measures to ensure compliance with international best practices.

Skills

- Strong and demonstrated capacity for planning, organization, and management with excellent reporting and coordination skills.
- Ability to work in a team, develop synergies and establish effective working relations with various stakeholders.
- Ability to work independently on multiple tasks and willingness to travel extensively to project sites.
- Strong interpersonal and communications skills, resourcefulness, initiative, tact and ability to cope with challenging situations.
- Written and oral fluency in Urdu/Sindhi and English language.
- Proficient in using MS Office (Word, Excel, & Power Point).

5. Selection Process

The appointment will be made in accordance with the “World Bank: Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services” July 2016 (Revised November 2017, July 2018 & November 2020).