**Republic of Tajikistan**

**TAJIKISTAN RESILIENT LANDSCAPE RESTORATION PROJECT**

**TERMS OF REFERENCES AND SCOPE OF SERVICES**

**for**

**Environmental Specialist**

1. **BACKGROUND AND BRIEF DESCRIPTION OF THE PROJECT**

The Government of Tajikistan implements the Tajikistan Resilient Landscape Restoration Project (TRLRP) project, financed by the World Bank Group (WBG).

The RESILAND CA+ is an umbrella program that will include national projects in Kazakhstan, the Kyrgyz Republic, Tajikistan, and Uzbekistan to help these Central Asian countries restore landscapes through investments and technical knowledge and expertise. In addition to supporting national projects, it will also enhance regional dialogue and collaboration on landscape management region wide. Supporting communities, youth, and women along border areas to build a vibrant economy based on forest and natural resources, RESILAND CA+ also aims to contribute to increased climate resilience of people, ecosystems, and infrastructure.

The Project Development Objective (PDO) of the TRLRP is to increase area under sustainable landscape management in selected locations in Tajikistan and promote collaboration by Central Asia countries on transboundary landscape restoration.

This PDO is uniform across the RESILAND CA+ projects with sustainable landscape management practices differing based on the specific country contexts. In the case of Tajikistan, sustainable landscape management includes practices such as agroforestry (intercropping with trees and shelterbelts); improved grazing land management through temporal enclosure, rotational grazing, and enrichment planting; plantations and reforestation; protected area management; soil fertility and water harvesting and efficiency measures; climate-smart agriculture; and other relevant practices, Sustainable landscape management practices will be carried out by the Government, the private sector, and rural communities in the targeted locations*,* whose capacities will be increased to carry these out.

The project will be implemented by the Project Implementation Team (PIT) under the Center for Implementation of Investment Projects within the Committee of Environmental Protection (CIIP CEP).

1. **OBJECTIVES OF ASSIGNMENT**

The objective of the Environmental Specialist (ES) is oversight of environmental management aspects of the project, to ensure that the implementation of sub-projects /activities is in compliance with national environmental policies and laws, and the World Bank (WB) Environmental and Social Standards (ESS) under the Environmental and Social Framework (ESF). The Environmental Specialist will also ensure that the project is implemented in accordance with the project ESF instruments, such as Environmental and Social Management Framework (ESMF), Environmental and Social Commitment Plan (ESCP) and others.

He/she will also oversee the environmental aspects of project implementation, review the environmental status of the project area and conduct environmental screening of identified project interventions, assist with the establishment of a baseline for the major environmental parameters, and set up a monitoring program for periodic review of the project’s impact on the environment in line with the project’s ESMF.

1. **TASKS AND SCOPE OF SERVICES**

The Environmental Specialist shall work under the guidance of the Project Coordinator and CEP management and be responsible for:

* Ensure that all project activities are planned, implemented and monitored in line with the project ESMF and ESCP, which are key basic documents for the environmental compliance of the project;
* Coordinate and provide inputs into screening of each relevant project activity, identification and contribution in preparing - whenever necessary - any ESIAs, including Biodiversity Assessment and Management Plans, Environmental and Social Management Plans, Pest Management Plans, Protected Area Management Plan, Code of Conducts and etc.;
* Provide support to manage the consultants hired to undertake such environmental and social assessments, where applicable;
* Ensure environmental due diligence is carried out for each sub-project, including screening, risk assessment, inclusion of mitigation measures and ESF instruments into bid documents;
* Prepare additional technical guidelines, if necessary, to support the ESF   
  instruments (ESMF, ESMP and etc.) in order to strengthen the compliance with the environmental standards;
* Suggest any additional support or resources required to implement the project in compliance with the World Bank environmental and social standards;
* Provide coordination support to review environmental assessment documents and liaise  
  with the World Bank for clearance;
* Undertake environmental monitoring and supervision of project activities, including development of monitoring compilation of periodic (quarterly, semi-annual, and annual)  
  progress reports, to ensure compliance with relevant environmental requirements;
* Act as a link between project implementation teams, Consultants, Contractors, Communities and respective local governments on the project related environmental matters;
* Developing training plans and providing training on environment issues during implementation of the project and associated works to the project implementing staff, Contractors and other relevant project stakeholders. Preliminary ESF training plan is included into the ESMF;
* Coordinate and facilitate public consultations during preparation of the ESF instruments;
* Co-ordinate activities in environmental land management with other projects partners to avoid duplication and overlapping, and to exchange lessons learnt;
* Liaise with Irrigation Division of to ensure that environmental concerns are incorporated in capacity building activities for irrigation/water user groups;
* Update and revise project documents as needed, e.g., relevant environmental aspects and other parts of the operational manual;
* Assist the Project Coordinator in preparing project outreach materials, e.g., presentations, project descriptions;
* Oversee the implementation of the project communication and dissemination strategy, including project website, publications, etc.;
* Review draft TORs for project procurement to ensure that these meet WB guidelines and project documents, e.g., Project Operational Manual, Aide Memoires, Environmental and Social Management Framework;
* Guide project/agency staff on project environmental requirements and provide them with the necessary information (i.e., local, national, or international environmental standards and requirements for obtaining permit/license, contracts, LOIs, etc.); organize environmental training programs for Project staff;
* Assist with reviewing the environmental status of the project area and with setting up a long-term monitoring program and baseline for the major environmental parameters as part of overall project monitoring and evaluation;
* Control implementation of the environmental management framework for the project and subprojects; provide an opportunity for comprehensive monitoring and study of environmental issues under the project subcomponents - (pasture management) and - (water management);
* Organize regular environmental monitoring at the jamoat and rayon levels, analyze its results, and aggregate overall environmental results of the project with reporting to the Project Coordinator;
* Monitor on a selective basis the environmental dynamics of land use by project beneficiaries, learn the lessons, and develop recommendations for other farmers, and officials;
* Analyze results and outcomes of the related projects implemented by World Bank and other donors (both finalized and current), in particular, in practical application of knowledge, methods and approaches of environmental land management;
* Any other tasks as agreed with the Project Director.

1. **QUALIFICATIONS AND EXPERIENCE REQUIREMENTS**

*Education:*

* Higher education in the field of natural resource management, environmental science or equivalent. Post-graduate degree is an advantage;

*Experience:*

* At least three years of work experience in projects related to environmental/natural resource management, with reputable international organization or donor-supported project is required. Knowledge of the World Bank environmental and social standards is an asset;
* At least two years of relevant experience and solid understanding of environmental impact assessment and monitoring;

Experience in delivering training (and developing related materials, e.g., manuals, presentations, etc.) to a variety of audiences (e.g., rural population, government staff and specialists, NGOs);Knowledge of agricultural, rural development and climate change issues will be an advantage.*Personal Qualities:*

* Applicants must demonstrate enthusiasm for, and commitment, to sustainable development and environmental protection. A hands-on and action-oriented approach will be essential;
* Excellent communication, including report writing, and inter-personal skills;
* Excellent team-working skills;
* Ability to think strategically and evidence of problem identification, analysis and offering solutions; and
* Ability and willingness to travel to remote areas is essential.

*Communication and Computer Skill:*

* Computer skills (MS office, MS Word, MS Excel, Power point, Internet E-mail etc.) is required;
* Fluency in written and spoken in Tajik, Russian and knowledge of English is an advantage.

1. **INSTITUTIONAL ARRANGEMENTS**

The Environmental Specialist will be contracted through the Committee for Environmental Protection  and will work closely with the Project team and CEP specialists, the project partners, along with other stakeholders as needed.

1. **DURATION**

The Environmental Specialist shall be contracted for 12 months, with an initial 3-month probationary period. The contract will be re-confirmed or terminated depending on the performance assessment by the CEP at the end of the probation period.

1. **REPORTING AND APPROVAL PROCEDURES**

The Environmental Specialist will provide monthly reports to the Project Director through the Head of CIIP in hard copy in Tajik in a format acceptable to the CEP and the World Bank.

1. **CLIENT INPUTS**

The CEP will supply office space and necessary equipment for specialist during the working period in the CEP office, and arrange transport for field trips.

1. **LOCATION**

The Environmental Specialist will be based in Dushanbe with travel to the project sites.