



GOVERNMENT OF SIERRA LEONE

MINISTRY OF AGRICULTURE AND FOOD SECURITY (MAFS)

**Sustainable Agricultural Value-chains Intensification for Growth
(SAVIG)**

(P513429)

TERMS OF REFERENCE

ENVIRONMENTAL RISK MANAGEMENT SPECIALIST

JULY 2026

Project: Sustainable Agricultural Value-chain Intensification for Growth (SAVIG) Project
Duty Station: Project Implementation Unit (PIU), Freetown, Sierra Leone, with periodic field visits
Duration: One-year contract, renewable annually based on satisfactory performance and project needs.

1.0 BACKGROUND

The Government of Sierra Leone has received a financing envelope of US\$40 million from the International Development Association (IDA) of the World Bank Group to implement the Sustainable Agriculture Value-Chains Intensification for Growth Project (**SAVIG**) Project and intends to apply part of the proceeds and intends to recruit an **ENVIRONMENTAL RISK MANAGEMENT SPECIALIST**. The project will be implemented by the Ministry of Agriculture and Food Security (MAFS) through the Project Implementation Unit (PIU) under the National Development Partners Program Coordination Office (NDPPCO). The SAVIG Project is designed to address key structural constraints affecting the agricultural sector, including weak policy and regulatory frameworks, limited access to finance, inadequate input systems, weak market linkages, and low adoption of modern technologies. The project will complement ongoing initiatives such as the Feed Salone Program, SCADeP, and FSRP, ensuring synergy and maximizing development impact.

2.0 PROJECT DEVELOPMENT OBJECTIVE (PDO)

The Project Development Objective (PDO) is to enhance productivity, private investment and job creation in select agriculture value chains in Sierra Leone.

3.0 PROJECT COMPONENTS

The project comprises four mutually reinforcing components, each addressing a specific set of constraints along the agricultural value chain:

Component 1 – Strengthening Climate-Smart Productivity: This component focuses on strengthening the seed system, enhancing regulatory enforcement, promoting the adoption of climate-smart technologies, and expanding the production of Early Generation Seed. By improving the availability and quality of input, this component aims to directly increase productivity and resilience among smallholders while creating a favorable environment for private sector investment.

Component 2 – Support for Value Addition and Market Access: Recognizing that productivity gains must translate into marketable outputs, this component focuses on improving the aggregation and processing of agricultural commodities, enhancing market access, and mobilizing private sector investment. Performance-based matching grants will incentivize private actors, while cooperatives will be strengthened to serve as reliable partners in structured supply chains. Policy support will also be provided to ensure compliance with domestic and international market standards, including food safety and organic certification.

Component 3 – Support for Digitization and Access to Finance: Digital tools will serve as the backbone of the project's monitoring and service delivery systems. Investments under this component will establish a national digital farm and farmer registry, modernize soil and climate information systems, and enable secure data sharing across the sector. Complementary interventions will strengthen access to finance through technical assistance, risk-sharing facilities, and innovative lending models, ensuring that both farmers and agribusinesses can invest in production, processing, and value addition.

Component 4 – Project Coordination, Monitoring and Evaluation: Effective implementation requires robust institutional arrangements. This component supports the PCU, ensuring coordination among

implementing partners, technical institutions, and private sector actors. It also finances monitoring and evaluation systems, environmental and social safeguards, procurement, financial management, communications, and knowledge dissemination.

4.0 MAIN OBJECTIVE OF THE POSITION

The main objective of the position is to manage and coordinate the overall implementation and monitoring of the Project's environmental risk management responsibilities. Specifically, this position will:

- Lead and coordinate implementation of environmental risk management measures under the project.
- Ensure compliance with the ESCP, ESMF, ESMPs, but also, SEP, LMP, SEA/SH measures, grievance redress arrangements, and any other environmental and social instruments adopted for the project.
- Provide technical guidance to the PIU on environmental due diligence under the ESF.
- Monitor compliance by contractors, consultants, service providers, and implementing partners with environmental, social, health and safety obligations.
- Prepare timely, accurate, and quality environmental and social performance reports, including incident and accident notifications, for submission through PIU management.
- Oversee and monitor the environmental “due diligence” of the project as detailed in the operational instruments of the Project
- Work closely with the Social Risk Management Specialist to ensure the project's compliance with both the environmental and social risk management tenets of the World Bank and the Government.
- Ensure oversight and approval of the environmental safeguard instruments prepared for the sub-project activities including, but not limited to ESIA and ESMP
- Provide leadership in the Environmental and Social Risk Management of the PIU.

5.0 SPECIFIC TASKS

While working in close cooperation with the Monitoring & Evaluation and Communications Units of the project and under the direct supervision of the Project Coordinator, the Environmental Safeguards Specialist shall perform the following main tasks:

1. Provide overall policy and technical direction for environmental risk management under the Project, as defined by the project environmental and social risk management instruments;
2. Develop and implement systems and processes for environmental risk management due diligence under the project and ensure their adequacy and compliance at all levels;
3. Provide technical guidance to implementing agencies of sub-projects and monitor the implementation of ESMPs and ESIAs, making sure that implementation is satisfactory and consistent with the relevant environmental impact assessment (EIA) laws of Sierra Leone and the World Bank E&S risk management policies;
4. Co-ordinate closely with the Environmental and Social Officers and focal persons in the implementing agencies in planning and managing project implementation as per the safeguard instruments.
5. Ensure environmental and social due diligence is carried out for each sub-project to be funded under the Project;

6. Support all implementing partners under the project, in assessing sub-projects for potential adverse environmental impacts as well as planning and implementing impact mitigation measures;
7. Work with, advise, and supervise project consultants to undertake Environmental and Social Impact Assessment (ESIA) studies, and design Environmental and Social Management Plans (ESMPs) as required to manage and reduce project-related environmental risks;
8. Liaise with Sierra Leone Environmental Protection Agency (EPA-SL) to screen any sub-project requiring ESIA and to monitor the project's compliance to safeguards;
9. Ensure that the reporting and permitting conditions for each project as stipulated by EPA-SL are strictly adhered to;
10. Ensure that applicable measures in the ESMPs/RAPs are included in the design, and conditions on compliance with ESMPs/RAPs is included in the bidding documents liaising closely with the procurement team of the PIU and implementing agencies;
11. Develop, organize and deliver environmental and social training programs and workshops for the Implementing Agencies at the field level, contractors, field supervision staff and other implementing agency officials as needed, on safeguard requirements and their management;
12. Ensure compliance with ESMPs/RAPs during the construction period and maintain close coordination with the technical teams of the IAs;
13. Prepare additional technical guidelines, if necessary, to support the safeguards instruments in order to strengthen the implementation of environmental and social safeguards;
14. Promote community participation in the process of planning, management and monitoring of environmental/social impacts of sub-projects;
15. Support the PIU in the review of documentation pertaining to environmental compliance (including bidding documents, reviews on-site, reports from contractors etc.) during project implementation;
16. Work closely with Social Safeguards Specialist, project engineers, procurement unit and implementing partners to ensure all relevant environmental safeguards standards are reflected in bidding documents, and respected by contractors;
17. Participate in periodic supervision to monitor and ensure compliance with environmental safeguard policies throughout the project life;
18. Ensure adequate environmental safeguards records and documentation are kept, with adequate documentation of stakeholder consultations on issues;
19. Provide inputs to the monthly, quarterly, periodic and annual progress/ monitoring reports on operational activities related to environmental issues of the project;
20. Provide input as needed to the preparation of Annual Work Plans and work with the procurement unit to ensure safeguard requirements are included in the procurement plans
21. Undertake any tasks assigned by the project coordinator for the achievement of the overall project objectives.

6.0 QUALIFICATIONS & EXPERIENCES

- A Masters level degree in fields related to environmental management, environmental engineering, natural resource management, environmental economics, or another relevant field;
- At least 10 years of experience in Environmental Safeguards compliance and monitoring;
- At least 5 years of direct relevant experience in environmental safeguards issues in Sierra Leone is desired;
- At least 3 years' relevant working experience in the field of rural development, working directly with communities and local authorities, with an emphasis on environmental issues would be preferable;

- Experiences in project/program using participatory development tools, and community driven approaches;
- Experience in capacity building;
- Knowledge and experience in the EPA-SL environmental assessment regulations and guidelines desired;
- Knowledge and experience of World Bank procedures, especially the Environmental and Social Framework (ESF) and Environmental Assessments;
- Experience in implementing environmental risk management on donor funded projects is an advantage.
- Prior experience in World Bank funded projects will be a further advantage.
- Strong communications and presentation skills with an advanced proficiency to speak and write in English is essential;
- Comprehensive computer skills: in particular MS Word, Excel, PowerPoint and basic database management.
- Strong interpersonal and diplomatic skills with capacity to interact effectively with a range of stakeholders;
- Ability to work independently with minimal supervision;
- Willing to conduct field visits as required throughout the project life-cycle.

7.0 DELIVERABLES

Submit quarterly reports to the PIU and the World Bank, and the reports should include, but not limited to the following:

- List of proposed Sub-projects
- List of screened and approved sub-projects
- List of sub-projects registered with EPA-SL
- List of consultations held, including locations and dates, name of participants and occupations
- Main points arising from consultations, including any agreements reached
- A record of grievance applications and/or grievances redress dealt with
- Monitoring data on environmental, social and safety parameters
- List of occupational health and safety accidents
- Training conducted

8. REPORTING LINE

The Environmental Safeguard Specialist will report to the Project Coordinator and work closely with:

- Financial Management Specialist, Procurement Specialist
- Agribusiness Specialist
- M&E Specialist
- Financial Services & Business Development Specialist
- Social Development Specialist
- Field staff, agribusiness partners including World Bank & IFC, and government technical agencies

9. RESPONSIBILITY OF THE EMPLOYER

The PIU shall provide office space and equipment; internet and communication facilities; access to project documents and relevant information; logistical support for field missions; administrative support and operational resources necessary for the execution of the assignment.

10. SUBMISSION OF REPORTS

The following reports shall be submitted to the Project Coordinator;

- Monthly/Timesheet
- Quarterly
- Bi – annually
- Annually

11. APPLICATION REQUIREMENTS

Interested candidates shall submit:

- Cover letter;
- Updated Curriculum Vitae (CV);
- Copies of academic and professional certificates;
- Three professional references;
- Evidence of relevant experience in Environmental Safeguard.