

## **REQUEST FOR EXPRESSIONS OF INTEREST (INDIVIDUAL CONSULTING SERVICES)**

Republic of the Marshall Islands

Implementing Capacity for Transformative Results (IMPACT)

Loan No./Credit No./ Grant No.: **IDA-E4560**

**Assignment Title: Environment and Social Safeguards Officer (National Consultant)**

**Reference No. (as per Procurement Plan): MH-DIDA-539680-CS-INDV**

The Government of Republic of the Marshall Islands has received financing from the World Bank toward the cost of the Implementing Capacity for Transformative Results (IMPACT) and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include Environment and Social Safeguards Officer for a period of 12 months with an estimated start date of **May 1, 2026**.

The detailed Terms of Reference (TOR) for the assignment can be obtained at the address given below.

The Ministry of Finance through the Division of International Development Assistance (DIDA), Central Implementation Unit (CIU), now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (attach curriculum vitae with description of experience in similar assignments, similar conditions, etc.). Firms’ staff may express interest through the employing firm for the assignment and, under such situation, only the experience and qualifications of individuals shall be considered in the selection process. The criteria for selecting the Consultant are:

### **Mandatory:**

- Associate degree, or similar, in science or social science, or similar.
- Able to work independently and as part of a team.
- Excellent inter-personal and communication skills.
- Good knowledge and skills in standard office applications (spreadsheets, word processors etc.).
- Ability to learn on the job and deliver high quality work on time.
- Genuine interest in development work and making a difference in people’s lives.
- Fluent in English, both verbally and in writing.
- Knowledge of and/or competence in oral and written Kajin Majeļ.
- Copies of Academic and Professional Certificates.
- Copy of National Identification Document

**Desired:**

- University degree in environment or social science, development studies, communications or similar.
- At least 2-years relevant work experience in the environmental management/social safeguards sector.
- Training in environment and social risk management from a development agency or similar.
- Experience with (or adaptability and willingness to learn) digital data collection tools.

Further information can be obtained at the address below during office hours [ i.e., 0900 to 1700 hours].

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by **Friday April 17, 2026** at 5.00 p.m. Marshall Islands time. The email subject line should state: "Environment and Social Safeguards Officer - full name of the candidate".

**Central Implementation Unit**

Program Manager

Email: [jerrynathan09@gmail.com](mailto:jerrynathan09@gmail.com)

Phone No. +6926255968

And cc the following:

**Assistant Secretary, DIDA**

[mtarbwilin@gmail.com](mailto:mtarbwilin@gmail.com)

Phone No. +6926255968

**Procurement Office**

[ciuprocurement@gmail.com](mailto:ciuprocurement@gmail.com)

## Terms of Reference

### Individual Consultant

Title:	Individual consultant - CIU - Environment & Social Officer
Location:	Ministry of Finance, Republic of the Marshall Islands
Duration:	One (1) year; Extension of this position may be considered and will be dependent upon satisfactory performance and availability of funding.
Tentative State Date:	1 <sup>st</sup> April, 2026

#### I. BACKGROUND

The Republic of the Marshall Islands (RMI) is among the most vulnerable nations in the world. It is highly exposed to adverse effects from climate change and natural hazards, which can result in disasters that affect RMI's entire economic, human, and physical environment and impact its long-term development agenda. In addition, there is high unemployment and a lack of skills required by the workplace.

Over the past few years, the government of RMI has focused on initiatives that address the challenges of fragility, isolation, size, and limited capacity with emphasis on country-specific strategies to (i) facilitate regional/global integration; (ii) build resilience against external shocks; and (iii) promote economic reform and private sector development. These initiatives are financed by international development agencies, including the World Bank.

At present, the active World Bank-financed portfolio includes the following projects:

- *Pacific Resilience Project II* – to strengthen early warning systems, climate resilient investments in shoreline protection, and financial protection against natural hazards.
- *Education and Skills Strengthening Project* – to increase equitable access to quality education and training programs focused on foundational and market-relevant skills development and to provide opportunities for continuing education, training, and employment.
- *Digital Republic of the Marshall Islands Project* – to upgrade the digital capability of the nation.
- *Multisectoral Early Childhood Development Project II* – to improve coverage of essential reproductive, maternal, childhood and nutrition services, to improve coverage of stimulation and early learning activities, to provide social assistance for early years families and to strengthen the multisectoral early childhood development system.
- *Urban Resilience Project* – to strengthen the resilience of select urban areas in the Republic of the Marshall Islands to the impacts of natural hazards and climate change.
- *Pacific Islands Regional Oceanscape Program – Second Phase for Economic Resilience* – to strengthen the management of selected oceanic and coastal fisheries, and the critical habitats upon which they depend to provide the basis for sustainable and increased economic benefits.
- *Renewable Energy Generation and Access Increase Project* – to invest in renewable energy projects, improve electricity access and strengthen institutions.
- *Strengthening Public Financial Management II* – to strengthening budget execution and financial reporting and to focus on improving the RMI financial management information system.
- *RMI Enhancing Fiscal Management and Building Disaster and Climate Resilience Development Policy Operation with a Catastrophe Deferred Drawdown Option.*

- *FSM and RMI: Implementation Capacity for Transformative Results Project* – to strengthen institutional capacity and enhance technical skills in project management of development-financed operations.

Additional projects and/or Development Policy Operations in the Pipeline may be added during the time frame of this consultancy.

## II. IMPLEMENTATION ARRANGEMENTS

To support the implementation of World Bank projects, the Ministry of Finance (MoF) Division of International Development Assistance (DIDA) has established a centralized implementation unit (CIU). All World Bank projects operating in the RMI also have a Project Implementation Unit (PIU), which comprises a Project Manager and support staff. The CIU operates as a functional organization, supporting projects within the RMI World Bank-financed Portfolio, with financial management, procurement, and environmental and social risk management. These functions are either managed directly by the CIU or as an integrated service to Project Implementation Units (PIUs), or as an advisory and technical support service on an as-needed basis. The GoRMI has adopted this approach to attain efficiencies in the delivery of the wider portfolio by utilizing shared resources to support Implementing Agencies and their PIUs.

The Environmental and Social Officer will be part of a team of environmental and social specialists in the CIU. The CIU Safeguards Team is currently staffed by one International Environment Safeguard Specialist; one International Social Safeguard Specialist; and a full-time Environmental Social Safeguards Officer. Given the RMI-World Bank portfolio is expanding, DIDA seeks to also expand the CIU Safeguard Team by engaging an additional full-time Majuro-based Environmental & Social Officer to support project implementation.

The new Environment & Social Officer will work in close collaboration with implementing agencies, project managers and PIU teams, and will be supported and supervised by the CIU International Safeguards Specialists.

**Location:** The Environment & Social Officer will be located full time in Majuro and perform his/her duties in RMI. Domestic travel within RMI to neighboring islands may be required depending on the nature of the task.

**Timing:** The duration is one year. Extension of this position may be considered and will be dependent upon satisfactory performance and availability of funding.

## III. SCOPE OF WORK

The Environment & Social Officer will report to the CIU Programme Manager. They will work on a day-to-day basis with the CIU Safeguards Team members to develop environmental and social (E&S) documents and implement E&S risks management in compliance with the 2018 World Bank Environmental and Social Framework (ESF), relevant Government of RMI and World Bank policies and procedures, and project legal and financial agreements. Specifically, the Environment & Social Officer will, for all projects, work under the day-to-day instruction of the CIU Social and Environmental Specialists to:

- 1) Develop and maintain effective professional relationships with all stakeholder groups including implementing agencies, project managers and staff, World Bank colleagues and beneficiary groups.
- 2) Assist implementing agencies to apply required environmental and social risk management processes according to relevant frameworks, policies, and procedures related to stakeholder engagement, grievance management, environmental and social protection, and labor practices.

- 3) In collaboration with the relevant PIUs, conduct E&S screening and stakeholder consultations for proposed projects under the CIU-WB portfolio and prepare the first draft of E&S instruments as recommended by the E&S screening
- 4) Assist with preparing and organizing environmental and social risk management awareness clinics and capacity strengthening training programs for implementing agencies, as agreed by the CIU Programme Manager in consultation with the CIU Social and Environmental Specialists.
- 5) Support the PIU to monitor contractors and consultants to ensure compliance with the project E&S instruments, including the recording of environmental and social issues.
- 6) Assist the E&S Specialist in CIU to guide Occupational, Health and Safety (OHS) best practice and compliance on project sites, and assist in reviewing and managing the workplace accidents and incidents across projects implemented under the PIUs.
- 7) Take the lead role in drafting the ESCP reporting for the six-monthly progress report under the CIU-WB portfolio and collaborate with the responsible PIU personnel to prepare a six-monthly stakeholder engagement activity/plan for the next six months after each WB Mission.
- 8) Attend and contribute to regular meetings with relevant stakeholders, project teams, and World Bank colleagues. Also, prepare a summary of meeting notes with agreed actions, if any.
- 9) Attend and contribute to weekly CIU Safeguards Team progress meetings and submit monthly reports referring to the activities carried out and deliverables.
- 10) Review and contribute to project/E&S progress reports, including participation in project-progress-sharing meetings as required in coordination with PIUs.
- 11) Assist in undertaking gender, inclusion, and SEA/SH-related matters across projects implemented under the PIUs
- 12) Assist in the design and delivery of orientation and capacity strengthening programs to PIU officials, relevant officials, contractors, on: (i) SEA/SH risks and principles of survivor-centered care; (ii) accessible and confidential reporting pathways; and (iii) roles and responsibilities for incident response.
- 13) Assist in conducting community-level orientation and awareness sessions with project-affected persons and workers (including contracted labourers), focusing on reporting channels (grievance mechanisms), GBV/SEA/SH prevention, survivor-centric reporting, information on available support services, and referral options.
- 14) Ensure that Stakeholder Engagement Plans (SEP) include adequate representation of women and vulnerable groups, and that consultations are conducted in a gender-responsive way.
- 15) Carry out other related tasks consistent with this ToR.

#### **IV. QUALIFICATIONS AND EXPERIENCE REQUIRED**

##### Mandatory

- Associate degree, or similar, in science or social science, or similar.
- Able to work independently and as part of a team.
- Excellent inter-personal and communication skills.
- Good knowledge and skills in standard office applications (spreadsheets, word processors etc.).

- Ability to learn on the job and deliver high quality work on time.
- Genuine interest in development work and making a difference in people's lives.
- Fluent in English, both verbally and in writing.
- Knowledge of and/or competence in oral and written KajinMajel.

Desired

- University degree in environment or social science, development studies, communications or similar.
- At least 2-years relevant work experience in the environmental management/social safeguards sector.
- Training in environment and social risk management from a development agency or similar.
- Experience with (or adaptability and willingness to learn) digital data collection tools.

**Deliverables for E&S Officer as per the Scope of Work**

1. Record, document, and prepare a summary with agreed further actions of all stakeholder consultations/meetings, PIU meetings, Regular WB-CIU portfolio meeting, WB mission meetings, and any other such meetings (*to be completed within a week after the meeting*)
2. Conduct E&S screenings (record and document detailed field notes on relevant baselines) and consultation with relevant stakeholders for all new projects, and recommend further E&S assessments to be carried out (*to be completed within a week of the screening exercise*)
3. Draft the first version of the E&S assessment (ESIA/ESMP/ESCAP) as recommended on the E&S screening report (*E&S assessment to be completed within two weeks*)
4. Draft the first version of the ESCP reporting for the six-monthly progress report (*to be completed before the month of each scheduled WB Mission for PIU projects*)
5. Conduct site visits of all subprojects under CIU-WB portfolio as and when required by the CIU E&S Specialists and prepare a compliance monitoring report recommending corrective E&S actions (*to be completed within a week after the monitoring visit*)
6. Prepare the first draft of E&S training materials, including SEA/SH, and facilitate the E&S training as and when required for the relevant stakeholders (*first draft to be completed within a week*)
7. As SEA/SH-GRM focal person for the CIU Impact Project: provide a monthly report, including compiling all the PIUs' SEA/SH GRM reports for CIU Reporting (*to be completed by the first week of the following month*)