

## **EQUEST FOR EXPRESSIONS OF INTEREST (REOI)**

**COUNTRY:** Federal Republic of Somalia (FRS)

**PROJECT ID:** P507443

**Project Name:** Building Opportunities and Outcomes in Social Protection and Youth Employment

**Post Title:** Environmental Officer

**Reference No.:** SO-MOLSA-540057-CS-INDV

**Duty Station:** Mogadishu, Somalia

### **BACKGROUND**

An Environmental Officer is required by the Federal Government of Somalia (FGS) to support implementation of a World Bank-funded project, Building Opportunities and Outcomes in Social Protection and Youth Employment (BOOST You) (P507443). The selected candidate will work for the government's National Social Protection Program (Baxnaano), established in 2019 and housed at the Federal Ministry of Labor and Social Affairs (MoLSA).

The project development objective of Building Opportunities and Outcomes in Social Protection and Youth Employment (BOOST-YOU) is to enhance economic opportunities and strengthen resilience of the poor and vulnerable. The project directly contributes to strengthening Somalia's social protection system, expanding coverage through its support to the jobs agenda and building greater resilience to shocks through robust adaptive social protection mechanisms. The project applies an integrated approach that moves beneficiaries along a continuum from protection to production.

The project aims to support the poor and most vulnerable of the population by providing targeted interventions to improve their resilience and prepare for better jobs tomorrow, while providing job opportunities now by addressing key barriers to better income-generating opportunities. The project will reach about 123,000 households in particularly climate-exposed areas, which is equivalent to roughly 738,000 individual beneficiaries.

### **OBJECTIVE AND SCOPE OF WORK:**

The Environmental Officer will provide overall technical guidance, oversight, and quality assurance on environmental risk management across all BOOST-YOU components. The Environmental Officer will report to the Program Manager and will be responsible for the implementation and delivery of all activities supported under the project. He/she will coordinate and work closely with the Social Specialist and the World Bank to ensure project compliance with the World Bank Environmental and Social Standards, the Baxnaano Environmental and Social Commitment Plan (ESCP), operational protocols in the Baxnaano Operations Manual and accompanying guidelines, ensuring close coordination with relevant ministries, authorities, agencies and departments on day-to-day operational issues.

## **SELECTION CRITERIA**

Selection shall be based on the qualification and experience of the candidate and followed by an interview. The qualifications, experience and skills should include:

### **Academic Qualifications**

- a) Master's degree in Environmental Sciences, Environmental Engineering, Natural Resource Management, or a related field, from a reputed university.

### **Professional Experience**

- b) Minimum 10 years of experience in environmental management, with demonstrated experience in environmental assessments.
- c) At least 8 years of experience in donor-funded programs, with a proven track record in applying the World Bank Environmental and Social Framework (ESF) or equivalent standards.
- d) Strong knowledge with Somalia's environmental regulations, impact assessment methodologies, and mitigation techniques.
- e) Demonstrated experience in developing environmental instruments (e.g., ESMF, ESIAAs, ESMPs, MWMPs, screening tools, guidelines, training materials) and providing quality assurance or oversight functions.
- f) Previous experience working with government institutions at Federal and/or State level, preferably in fragile or conflict-affected settings.
- g) Excellent communication and interpersonal skills, with the ability to engage effectively with diverse stakeholders including government officials, development partners and other relevant stakeholders.
- h) Proficiency in relevant software and tools, used for environmental assessment and monitoring.
- i) Good experience of report writing and developing presentations.
- j) Ability to work as a team member.

**DURATION:** The assignment will be undertaken over a period of twelve months with possibility for extension based on performance and requirement.

### **REPORTING OBLIGATIONS**

The Environmental Officer will directly report on a day-to-day basis to the Project Manager. He/she will be expected to closely work with other Baxnaano staff members for a smooth run of project operations.

The Ministry of Labor and Social Affairs now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services. Interested consultants must provide the following:

- (i) Curriculum Vitae (CV) with 3 references;
- (ii) copies of certificates of academic qualifications; and
- (iii) cover letter indicating that they are qualified to perform the services.

## **SUBMISSION REQUIREMENTS**

The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank's *Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November 2017, August 2018, November 2020, September 2023 and February 2025* ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

**A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations.**

Interested applicants may refer further information including a detailed Terms of Reference in Annex I.

**Deadline:** Expressions of interest and CV must be delivered to this email [procurement@baxnaano.gov.so](mailto:procurement@baxnaano.gov.so) and [Info@molsa.gov.so](mailto:Info@molsa.gov.so) copy the following emails as well [Fardosa.Ahmed@baxnaano.gov.so](mailto:Fardosa.Ahmed@baxnaano.gov.so) and [abdisalan.artan@baxnaano.gov.so](mailto:abdisalan.artan@baxnaano.gov.so) on or before 16:00 hours **13<sup>th</sup> July, 2026**, with email subject marked clearly as "**Environmental Officer REF: SO-MOLSA-540057-CS-INDV**"

**Female candidates are encouraged to apply.**

## **Annex I: Terms of Reference**

### **Environmental Officer**

#### **Building Opportunities and Outcomes in Social Protection and Youth Employment (P507443) Project**

#### **Background**

An Environmental Officer is required by the Federal Government of Somalia (FGS) to support implementation of a World Bank-funded project, Building Opportunities and Outcomes in Social Protection and Youth Employment (BOOST You) (P507443). The selected candidate will work for the government's National Social Protection Program (Baxnaano), established in 2019 and housed at the Federal Ministry of Labor and Social Affairs (MoLSA).

#### **Project Overview**

The project development objective of Building Opportunities and Outcomes in Social Protection and Youth Employment (BOOST-YOU) is to enhance economic opportunities and strengthen resilience of the poor and vulnerable. The project directly contributes to strengthening Somalia's social protection system, expanding coverage through its support to the jobs agenda and building greater resilience to shocks through robust adaptive social protection mechanisms. The project applies an integrated approach that moves beneficiaries along a continuum from protection to production.

The project aims to support the poor and most vulnerable of the population by providing targeted interventions to improve their resilience and prepare for better jobs tomorrow, while providing job opportunities now by addressing key barriers to better income-generating opportunities. The project will reach about 123,000 households in particularly climate-exposed areas, which is equivalent to roughly 738,000 individual beneficiaries.

The program supports poor and vulnerable households through following components:

**Component 1: Connecting Youth and Women to Better Jobs Today:** Supports 28,000 youth (60% women & 5% disable persons) in urban areas with limited job opportunities and prolonged periods of inactivity, benefit from economic inclusion activities (wage and self-employment activities). contributing directly creating jobs and strengthening households' resilience.

**Component 2: Investing in People for Better Jobs Tomorrow:** The component will deliver regular cash transfers to 50,000 of the poorest households to meet basic needs, enhance climate-challenged food security, and prevent negative coping strategies during climate shocks, which in turn helps safeguard the human capital necessary for productive participation in the labor force. Approximately 10,000 shock affected poor and vulnerable households will be supported with emergency cash transfers as part of a contingent financing arrangement in case of climate shocks. 30,000 pregnant women and mothers with children under two will receive health- and nutrition-linked co-responsibility cash transfers (CCTs) to promote maternal and child health, reduce malnutrition, and

improve early childhood development, strengthening the human capital necessary for future workforce productivity whilst mitigating adverse climate impacts. An education CCT program will target 5,000 children from the poorest and most climate-affected households, helping build the foundation required for long-term employability by increasing school enrollment and attendance.

**Component 3: Adaptive Social Protection Systems and Project Management:** Supports enhancement of an adaptive social protection system, the National Socio-Economic Survey and project management including institutional capacity building for MoLSA. The objective of this support is to create a robust, efficient, and responsive social protection infrastructure. By strengthening institutional capacity, enhancing data management, strengthening the delivery system and registering the population in the USR, this component lays the foundation for sustainable and effective social protection and multisectoral poverty targeted investments. Under this component National Socio-economic Survey (NSES) will register 12 million people in Somalia in the USR collecting socio-economic data to inform targeting for pro-poor programs in the country. The component also provides support for effective project management, capacity building and oversight of project activities.

The BOOST YOU Project is implemented in full compliance with the World Bank Environmental and Social Framework (ESF), which sets out ten Environmental and Social Standards (ESS) governing risk management, inclusion, and sustainability. To operationalize these requirements, MoLSA and the World Bank have agreed on an Environmental and Social Commitment Plan (ESCP), which specifies the material measures, actions, timelines and responsibilities for addressing environmental, social, health, safety, and security risks. In line with the ESCP, the incorporates Social Management Plan, Labour Management Procedures (LMP), Sexual Exploitation and Abuse/ Sexual harassment (SEA/SH) action plan and Medical Waste Management Template. These instruments ensure that all BOOST-YOU -funded investments are screened, appraised, and managed according to the ESF.

#### **OBJECTIVE AND SCOPE OF WORK:**

The Environmental Officer will provide overall technical guidance, oversight, and quality assurance on environmental risk management across all BOOST-YOU components. The Environmental Officer will report to the Program Manager and will be responsible for the implementation and delivery of all activities supported under the project. He/she will coordinate and work closely with the Social Specialist and the World Bank to ensure project compliance with the World Bank Environmental and Social Standards, the Baxnaano Environmental and Social Commitment Plan (ESCP), operational protocols in the Baxnaano Operations Manual and accompanying guidelines, ensuring close coordination with relevant ministries, authorities, agencies and departments on day-to-day operational issues.

Under the leadership of the Program Manager, duties of the Environmental Officer will include:

- Provide overall technical guidance on environmental risk management across all BOOST-YOU components, ensuring compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Commitment Plan (ESCP), and the Project Operations Manual (POM).
- Review project plans and activities to identify potential environmental risks and recommend mitigation measures.
- Lead the development, updating, and dissemination of project-level environmental instruments (e.g. Medical Waste Management Plans (MWMPs) and training materials) in coordination with the Social Specialist.
- Conduct regular inspections and audits to assess environmental performance of the project & Baxnaano Facilitation Centers, and identify areas for improvement.
- Conduct rapid environmental assessments for the project, especially the Health & Nutrition component

of the project managed through Baxnaano Facilitation Centers.

- Engage with government agencies, including Ministry of Health, Banadir Regional Administration, Federal Member States and other stakeholders to collate their input on environmental concerns and provide feedback.
- Provide training and support to project staff and contractors on environmental management practices and procedures.
- Build the capacity of local institutions and stakeholders to effectively manage environmental issues and implement safeguards.
- Prepare regular reports on environmental performance, including compliance status, monitoring results, and implementation of mitigation measures.
- Support project teams in the preparation and implementation of Environmental and Social Management Plans (ESMPs), Labour Management Plan, Stakeholders Engagement Plan etc.
- Ensure that all environmental and social assessments aligns with applicable frameworks and standards.
- Develop monitoring and evaluation frameworks for environmental and social performance.
- Conduct regular field visits to monitor safeguards implementation and provide technical guidance as needed.
- Conduct risk assessments to identify potential environmental and social risks associated with project activities.
- Develop risk mitigation strategies and ensure their integration into project design and implementation.
- Ensure environmental risk management requirements are integrated into procurement processes and contract management in collaboration with the Baxnaano Procurement Specialist.
- Assist in monitoring the implementation of grievance redress mechanisms (GRM) for environmental and social issues in collaboration with the Social Specialist.
- Keep updated with any legal or regulatory changes adopted by Federal Government or Federal Member States, that may impact safeguards compliance.
- Document best practices and lessons learned, providing recommendations for improvement in future projects.

## **DELIVERABLES**

During the course of the assignment, the Environmental Officer will be expected to achieve the following:

- Project-level environmental risk management instruments prepared, reviewed and approved (e.g., MWMPs for Baxnaano Facilitation Centers and training materials).
- Consolidated quarterly and annual reports on environmental compliance and risk management, submitted to the World Bank.
- Documented evidence of environmental risk management provisions integrated into procurement and contract processes.
- Records of technical backstopping and troubleshooting provided to the Baxnaano team including resolution of complex environmental management cases.
- Evidence of functional grievance redress mechanisms (GRM) for environmental issues, with consolidated reports of cases and outcomes.
- Knowledge products (e.g., case studies, lessons learned briefs) on environmental management under the project.

## **STATEMENT OF QUALIFICATIONS AND EXPERIENCE:**

The candidates should have the following desired qualifications:

- a) Master's degree in Environmental Sciences, Environmental Engineering, Natural Resource Management, or a related field, from a reputed university.

- b) Minimum 10 years of experience in environmental management, with demonstrated experience in environmental assessments.
- c) Strong knowledge with Somalia's environmental regulations, impact assessment methodologies, and mitigation techniques.
- d) At least 8 years of experience in donor-funded programs, with a proven track record in applying the World Bank Environmental and Social Framework (ESF) or equivalent standards.
- e) Demonstrated experience in developing environmental instruments (e.g., ESMF, ESIA, ESMPs, MWMPs, screening tools, guidelines, training materials) and providing quality assurance or oversight functions.
- f) Previous experience working with government institutions at Federal and/or State level, preferably in fragile or conflict-affected settings.
- g) Excellent communication and interpersonal skills, with the ability to engage effectively with diverse stakeholders including government officials, development partners and other relevant stakeholders.
- h) Proficiency in relevant software and tools, used for environmental assessment and monitoring.
- i) Good experience of report writing and developing presentations.
- j) Ability to work as a team member.

### **CONDUCT OF WORK:**

**Reporting:** The Environmental Officer will directly report on a day-to-day basis to the Project Manager. He/she will be expected to closely work with other Baxnaano staff members for a smooth run of project operations.

**Language:** Excellent command of both English and Somali (reading, writing, and presenting) is essential.

**Duration of assignment:** The successful candidate will work under a one (1) year renewable contract based on competence and approval by the Ministry.

**Facilities to be provided:** MoLSA will provide the office facilities, essential utilities, office services, stationery and office supplies and use of a computer and a printer.

**Location of assignment:** The duty station is Mogadishu, Somalia. The Environmental Officer will be based at the Ministry of Labor and Social Affairs or Baxnaano Offices.