



## Donor Funded Staffing Program

<b>TOR No:</b>	<b>2017-024</b>
<b>Title:</b>	Senior Environmental Specialist/Safeguards Specialist
<b>Grade:</b>	GG
<b>Division/VPU:</b>	Environment & Natural Resources/Africa
<b>Duty Location:</b>	Addis Ababa, Ethiopia
<b>Appointment Type and Duration:</b>	Two-year Term Appointment

### **BACKGROUND**

Sustainable environment and natural resources management (ENRM) is at the heart of the World Bank Group's (WBG) poverty agenda.

The Environment and Natural Resources Global Practice (ENR GP) has been set-up to deliver on the opportunities, benefits and outcomes offered by enhanced management of the environment and natural resources. The ENR GP has close to 300 operations under management, representing USD 7 billion, and a growing pipeline of new investments. ENRM activities in Sub-Saharan Africa represent a substantial part of the ENR GP Portfolio. Sub-Saharan Africa, with a population of around 875 million people, is home to 36 of the world's poorest countries. Making headway against poverty in sub-Saharan Africa continues to present the world with its most formidable development challenge.

The WBG's ENR GP for Africa prioritizes the sustainable management of land, forests and watersheds across landscapes in African countries. Prominent among these countries is Ethiopia, which has a large and growing portfolio on sustainable landscapes (land, water, and forests) operations and related advisory services and technical assistance. Key in the Ethiopian portfolio are a range of initiatives financed by the International Development Association (IDA), the Global Environment Facility (GEF), the BioCarbon Fund, and Development Partners (DPs) such as Norway and the United Kingdom (U.K).

Ethiopia's growth and transformation agenda critically depends on how natural resources and climate risks are managed. The impacts of natural resource degradation on the economy and people's livelihoods are significant, complex, and amplifying with increasing climate risks. To address these challenges, the Government of Ethiopia (GoE) has introduced a range of initiatives and strategies, including the (i) Sustainable Land Management (SLM) Program, (ii) Climate Resilient Green Economy (CRGE) Strategy and Facility, and (iii) REDD+ initiative and the Oromia Forested Landscape Program.

The GoE's **SLM Program**, led by the Ministry of Agriculture and Natural Resources (MoANR), is a flagship resilient landscapes operation supported by the IDA-financed Sustainable Land Management Project – 2 (SLMP-2) operation as well as support from DPs including Germany and Canada. Key activities include small-scale irrigation, watershed restoration, climate-smart crop and range management, soil and water conservation, and land certification.

The WBG is providing **programmatically analytical and advisory services (ASA) to the CRGE Facility**, which is led by the Ministry of Finance and Economic Cooperation (MOFEC) with a technical unit at the

Ministry of Environment, Forest and Climate Change (MEFCC). Ethiopia's CRGE Vision sets the goal of reaching middle-income country status by year 2025 with net-zero greenhouse gas (GHG) emission growth while simultaneously building the resilience of the economy to climate shocks.

Ethiopia has been actively working on **Reducing Emissions from Deforestation and Forest Degradation (REDD+)** since 2008, and the WBG and its DPs are currently financing the REDD+ agenda with US\$ 13.6 million in grants.

The **Oromia Forested Landscape Program (OFLP)**, financed initially with US\$68m in a combination of grants and an emissions reduction payment, aims to start implementation in early 2017 (Fiscal Year). OFLP is set to be Oromia Regional State's strategic programmatic umbrella and coordination platform for all investment in forested landscapes and rural land use in Oromia.

## **DUTIES AND RESPONSIBILITIES**

The World Bank Group (WBG) is seeking to recruit a highly qualified Senior Environmental Specialist /Safeguards Specialist to be based in the World Bank Country Office in Addis Ababa, Ethiopia. The Senior Environmental Specialist will support the GP's work on the application of environmental policy to Bank investment lending, including risk management and knowledge and learning initiatives. The Senior Environmental Specialist will play an essential role in the application of the Bank's environmental policies (i.e. Environmental Assessment (OP 4.01), Natural Habitats (OP 4.04), Pest Management (OP 4.09), Physical Cultural Resources (OP 4.11), Forests (OP 4.36), and Safety of Dams (OP 4.37)) and in supporting the use of environmental assessments methodologies across a range of sectors and country contexts.

The Senior Environmental Specialist will lead/co-lead a dynamic team of environment and natural resources management specialists working in the Global Practice. He/she will also provide technical expertise on a variety of environmental issues related to investment operations, development policy loans, and other instruments, such as Technical Assistance, including adaptation to climate change, natural resources management and green and inclusive growth, as well as the promotion of renewable energies and off grid solutions. More specifically the staff to be hired will be expected to:

- a. Lead in the preparation and/or supervision of environmental safeguards policy requirements in different Bank funded operations, including participation in the identification missions; supporting compliance with safeguards policies and seeking opportunities to integrate sound environmental management and policies in various investment operations; maintaining regular dialogue with the client and enhance their capacity on environmental policies; and contributing to Aide Memoires.
- b. Seek and develop opportunities to integrate sound environmental management and environment safeguards policies in different investment operations, lead the team in such operations and related analytical work, and enhance local capacities for implementing these policies.
- c. Maintain dialogue and coordination between the Ethiopia national counterparts and the teams working in Ethiopia, with an emphasis in developing long-lasting relations with Government counterparts and relevant national institutions.
- d. Contribute to and participate in quality reviews within the Region and provide environmental input in project documents in accordance with the Bank operational policies including Concept Review, Appraisal and Decision/Negotiations Packages.
- e. Facilitate and maintain effective communication with the local partners, non-Government organizations (NGOs), civil society organizations (CSOs), the private sector as well as specialized international organizations in line with the Bank's Access to Information Policy and need to harmonize with clients and other International Financial Institutions (IFIs) in the region.

- f. Lead natural resources, renewable energies and off grid projects and the policy dialog with the government and other stakeholder relevant to environment or natural resources in other neighboring countries. This includes coordination with other financiers, review of sector policies, strategies, and legislation.
- g. Coordinate and carry out other tasks as requested by the relevant Practice Manager such as contribute to the organization of training or knowledge sharing events.

## **SELECTION CRITERIA**

This is a challenging position suited to constructive, highly motivated team players with an eye for detail, understanding the bigger picture context of operations, and creative problem-solving abilities. The successful candidate should have strong analytical skills, have practical experience with participatory processes of stakeholder engagement, and to be able to integrate sustainable natural resources management considerations in an operational context. This requires strong technical competency on environmental issues and safeguards, with demonstrated ability to contribute to project management. Experience working in complex and challenging settings is highly desirable. The successful candidate should have:

- Advanced degree (Masters or preferably PhD) in environmental science/economics, with a minimum of 10 years of relevant professional experience in managing and developing projects, report writing and data analysis;
- Knowledge of WBG operations including strong familiarity with WBG instruments;
- Demonstrated ability to lead discussions at the policy and operational levels in the following areas: environmental management, environmental sector policy, community natural resources management or climate change mitigation or adaption;
- Professional experience on analysis, synthesis and policy dialogue;
- Professional experience working closely with developing country clients;
- Professional written and spoken English.

### **Required Competencies:**

- Environmental Safeguards. Experience in successfully applying all environment safeguard policies to both high and low risk projects, with minimal supervision.
- Strong conceptual and analytical skills with the ability to rapidly analyze and integrate diverse information from varied sources into conclusions and actionable recommendations;
- Knowledge of climate change issues as they relate to climate resilience, disaster risk and social protection systems are desirable;
- Demonstrated capacity to manage tasks toward work plan deliverables and deliver high quality technical /analytical information;
- Demonstrated capacity to work in a multi-cultural setting and with multiple stakeholders, including government entities, civil society organizations (CSOs), academia, multilateral agencies, development partners, and the private sector is needed;
- Demonstrated experience in Ethiopia on carrying out policy-relevant analyses and communicating with policymakers and local academics and researchers; and
- Willingness to travel and carry out field-based work as required.