REPUBLIC OF ZAMBIA

MINISTRY OF AGRICULTURE

PROJECT MANAGEMENT AND MONITORING DEPARTMENT

Irrigated and Sustainable Agriculture for Transformation Project (ISAT)

TERMS OF REFERENCE

Position: Environmental Specialist

1. Background

The Government of the Republic of Zambia, through the Ministry of Agriculture (MoA), has received a grant facility from the World Bank to implement the Irrigated and Sustainable Agriculture for Transformation (ISAT) Project. The Project Objective is to promote irrigated and sustainable agriculture practices in targeted sites in Zambia. The proposed project aims to strengthen agricultural productivity, climate resilience and market access through improved irrigation, sustainable land management and inclusive value chains. Its implementation will draw on successful lessons learnt from the Irrigation Development and Support Project, the Zambia Growth Opportunities Program for Results, the Zambia Agri-business and Trade Project and other relevant initiatives.

The Ministry requires an Environmental Specialist to identify, assess, manage and monitor environmental risks and impacts associated with project implementation. The assignment will support compliance with applicable Zambian environmental requirements and the World Bank Environmental and Social Framework (ESF), including the Environmental and Social Standards (ESSs), and the Environmental Health and Safety Guidelines (EHSGs) relevant to the project.

2. Objective of the Assignment

Under the supervision of the Project Coordinator, the Environmental Specialist will lead environmental risk management for ISAT, ensuring that environmental considerations are incorporated into site selection, feasibility studies, project design, procurement and implementation, with appropriate mitigation, monitoring and reporting arrangements.

3. Scope of Work

The Specialist will work closely with the PIU, relevant Ministry departments, the World Bank, consultants, contractors, local authorities, communities and other stakeholders. Responsibilities will include:

- Review applicable Zambian environmental legislation, permitting and approval requirements and the relevant World Bank ESF requirements; advise the Project Implementation Unit (PIU) on environmental compliance and project-specific commitments.
- Carry out or coordinate environmental screening of proposed project components, sites and activities, document screening decisions, identify environmental risk levels and recommend the assessments or specialist studies required.
- Assess environmental risks arising from irrigation development, water abstraction and use, agricultural activities, infrastructure works such as soil degradation, waste generation, pollution, erosion, disturbance of biodiversity natural resources, occupational and community health and safety risks.
- Coordinate the preparation, review, consultation and disclosure of environmental risk management instruments, as applicable, including environmental components of the Environmental and Social

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Management Framework (ESMF), Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs) and/or Environmental and Social Project Briefs (ESPBs).

- Provide environmental inputs to the Environmental and Social Commitment Plan (ESCP) and track implementation of relevant actions, responsibilities and deadlines in coordination with the Social Specialist
- Ensure environmental risks and mitigation requirements inform site selection, project design, feasibility studies, bidding documents, contracts, implementation manuals and contractor environmental management measures.
- Advise on resource efficiency, protection of water resources, waste management, pollution prevention, safe handling and use of pesticides and fertilizers, hazardous materials and biodiversity conservation.
- Assess environmental aspects of occupational and community health and safety, including construction hazards, hazardous substances, irrigation-related water safety and emergency preparedness, in coordination with the Social Specialist.
- Review environmental studies, plans and monitoring reports produced by consultants and contractors; provide technical comments and follow up on revisions and corrective measures.
- Conduct field inspections and environmental compliance monitoring, record incidents or non-compliance, recommend corrective actions and verify their completion.
- Coordinate with irrigation, geospatial, agricultural extension, value chain and other technical teams to integrate environmental risk mitigation measures into project activities.
- Prepare monthly and periodic project reports on the environmental health and safety performance of the project in line with the ESCP, and provide inputs to World Bank supervision missions, reviews, audits and other information requests.
- Provide practical training and guidance to PIU staff, implementing partners, consultants, contractors and relevant stakeholders on environmental requirements and mitigation measures.

4. Qualifications and Experience

4.1 Academic Qualifications

A candidate must hold a bachelor's degree in Environmental Engineering, Environmental Management, Natural Resources Management, Environmental Science or a related field. A relevant master's degree and professional training in the World Bank ESF and environmental assessment and management are added advantages.

4.2 Professional Experience

- At least ten (10) years of progressively responsible experience in environmental assessment and management in agriculture, irrigation, occupational health and safety, infrastructure, natural resource management or rural development projects.
- Experience preparing, reviewing or implementing environmental instruments such as ESIAs, ESMFs and ESMPs/ESPBs and monitoring environmental mitigation measures including CESMP/HSMPs.
- Working knowledge of the World Bank ESF, other international financing frameworks, relevant ESSs and Zambian environmental compliance requirements; experience with World Bank or other development partner funded projects is highly desirable.
- Practical experience in pollution control, water and land management, biodiversity, pesticide management or construction environmental monitoring is an advantage.
- Strong analytical, report-writing, field-monitoring, facilitation and communication skills; fluency in written and spoken English, with local language skills an advantage.

5. Duration and Location

i. The assignment shall be on a full-time basis, based in Lusaka, Zambia, with regular travel across the Country. The contract will be for an initial three (3) years renewable for an additional two (2) years based on satisfactory performance and availability of funds.

ii. The Specialist will be based at the ISAT Project Implementation Unit within the Ministry of Agriculture in Lusaka and will travel frequently to project sites and other locations in Zambia as required.

6. Institutional Arrangements

- MoA retains overall project coordination and implementation; the PIU undertakes day-to-day coordination under MOA-Department of Project Management and Monitoring (DPMM; and National Authorising Office (NAO) provides the procurement and financial management functions under the project.
- The Specialist will be part of the ISAT Project Implementation Unit and will report to the Project Coordinator.
- The Specialist will coordinate closely with the counterpart Social Specialist, PIU technical specialists, relevant Ministry departments, NAO and the World Bank environmental and social team.
- The Specialist will liaise with consultants, contractors, local authorities, affected communities and other stakeholders on matters falling within the assignment.
- The Specialist will support technical missions, field visits, consultations, implementation reviews and meetings with Government and development partners.

7. Reporting Obligations and Deliverables

The Specialist will submit clear, timely and evidence-based outputs in accordance with the PIU work plan and deadlines agreed with the Project Coordinator. Expected outputs include:

- Inception report and environmental risk management and compliance monitoring work plan.
- Environmental screening records and risk assessment recommendations for project sites and activities.
- Environmental assessment instruments and/or technical inputs to ESMF, ESIAs, ESMPs, contractor instruments such as the Contractor Environmental and Social Management Plans (CESMPs) and the health and safety management plans (HSMPs) and ESCP, with applicable consultation and disclosure records.
- Environmental risk management inputs to procurement documentation and contractor requirements.
- Field monitoring and compliance reports, incident records and corrective-action tracking.
- Monthly updates and environmental inputs to quarterly, semi-annual and annual project progress reports.
- Training materials and records of environmental risk management capacity-building activities.
- Completion report covering progress, outstanding environmental risks and recommended follow-up actions.
- The Specialist will maintain organised assessment, consultation, monitoring and compliance records, applying appropriate confidentiality and data-protection measures. Detailed deliverable schedules and acceptance arrangements will be agreed with the Project Coordinator at inception.

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