

**Kingdom of Cambodia  
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**Ministry of Agriculture, Forestry and Fisheries  
Cambodia Agricultural Sector Diversification Project  
IDA Credit No. 6366 KH**

**TERMS OF REFERENCE**

**National Lead Environmental and Social Safeguards Consultant**

**Project:** Cambodia Agricultural Sector Diversification Project (CASDP)

**Duty station:** Ministry of Agriculture, Forestry and Fisheries, Project Coordination Office (PCO) Phnom Penh, Cambodia

**Contract/Level:** National Consultant

**Supervisor:** Project Manager

**Mode of Contract:** Rolling annual contract with a probation period of six months. The annual contract may be extended upon satisfactory performance of tasks in the preceding contract as assessed by the project.

**1. General Background**

The Royal Government of Cambodia has dedicated an investment of US\$101.67 million, including a US\$91.67 million IDA credit, for the Cambodia Agricultural Sector Diversification Project (CASDP), which has been implemented for a duration of 6 years starting in January 2019. CASDP is designed to enhance market opportunities through an inclusive, beneficiary-led, market-driven approach, leading to enhanced competitiveness and increased capacity to manage climate risks. The project consists of four main components, plus a fifth zero-allocation component for the case of an eligible crisis or emergency. The first two components are closely linked and represent the largest part of the investments and are modular and scalable and adaptable to geographical areas and commodity/value chains. The third component focuses on institutional strengthening and seeks to enhance the impact of the investments made under the first two components in the medium and long term, ensuring sustainability and possible expansion of benefits across the country.

CASDP is geared towards the compilation of value chain support, including extensive technical assistance (TA), productive infrastructure, and financial support services. In particular, Component 1 emphasizes the linkages between direct support to farmers, producer organizations (POs), and small and medium agribusinesses (SMAs). Component 2 complements component 1 by concentrating on public investments in roads and irrigation infrastructure. All public infrastructure investments of Component 2 will be prioritized and implemented according to selected diversification plans (DPIs) to be prepared under Component 1, applying new civil works codes that reduce vulnerability to climate risks.

**2. Overall Project Management.**

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An executing agency (EA), the Ministry of Agriculture, Forestry and Fisheries (MAFF) is responsible for overall project management/coordination and for the implementation of all four components. MAFF works in close cooperation with technical units of the Ministry of Rural Development (MRD), the Ministry of Economy and Finance (MEF) and the Ministry of Water Resources and Meteorology (MoWRAM) as implementing partners that will take responsibility for the construction/rehabilitation of rural infrastructure. A MAFF-led Project Coordination Office and implementation unit has been established, which has been supported by the Secretariat of the Technical Working Group on Agriculture and Water (TWGAW). The project will operate in 12 target potential provinces and in Phnom Penh. The provinces have been chosen for their suitable agroecological conditions for high-value products, with Phnom Penh as the location of many potentially participating SMAs. Provincial locations are Kampong Chhnang, Battambang, Siem Reap, Preah Vihear, Stung Treng, Ratanakiri, Mondulkiri, Kratie, Tboung Khmum, Kampong Cham, Kandal, and Kampong Speu.

### **3. Duties and Responsibilities**

The Lead Environmental and Social Safeguards Consultant will need to become familiar with the overall safeguards requirements applicable to the project, as per the provisions of the project documents (e.g., Project Operation Manual, Project Appraisal Document, Financing Agreement, Environmental and Social Management Framework, Land Acquisition, Resettlement Policy Framework, and Indigenous Peoples Policy Framework (IPPF) etc.), to enable for environmental and social risk/impact management, and to monitor and supervise compliance during project implementation. This assignment is also to provide implementing agencies: Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Rural Development (MRD), Ministry of Water Resources and Meteorology (MoWRAM), Ministry of Economy and Finance (MEF), Technical Services Provider (TSP), Participating Financial Institutions (PFIs) and other consulting firms with hands-on supports for Environmental and Social Code of Practice( ESCoP), Voluntary Land Donation (VLD), Environmental Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Indigenous People Plan Framework (IPPF) implementation, monitoring, reporting and capacity building needs.

The Lead Environmental and Social consultant will support the PCO and line agencies in conducting due diligence of proposed subprojects, preparation of the required documents, and supervision. This consultant should also be responsible for effective oversight of the overall safeguards implementation of the project with the support of PCO's existing Environmental and Social consultants, and build the capacity of the existing consultants and the safeguards focal points at all concerned line agencies in the forms of on job training.

The Lead Environmental and Social Safeguards Consultant will be responsible, mainly, for providing support to the executing/implementing agencies in management of environmental and social risks/impacts, monitoring, supervision, and reporting on the implementation of all environmental and social aspects related to the project investments. The Consultant will monitor the environmental and social risks/impacts related to these investments in compliance with the national regulations on environmental protection and construction standards as well as with the environmental and social management aspects stipulated in the Environmental and Social Management Framework (ESMF), Land Acquisition, Resettlement Policy Framework, and Indigenous Peoples Policy Framework (IPPF) of the project, and all other project's ES instruments. In addition, the Lead Environmental and Social Safeguard Consultant will ensure that all

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- 9) Collaborate with Social Safeguards focal point to prepare relevant subproject environmental and social risks mitigation plans, including Voluntary Land Donation Report (VLD) and submit to line ministries, EAs/IAs and other agencies for reviews
- 10) Record important lessons learned for improved integration of environmental and social safeguard issues into project implementation
- 11) Support supervision of the Contractor's performance, and handling of site-specific environmental and social issues, and provide corrective instructions if needed;
  - Ensure incorporation of the recommendations of EIAs requirements of the environmental declaration and/or permit issued by the Government into the designs for dams and procedures for operation and monitoring
  - Monitor the compliance with the environmental and social permit conditions, manage the environmental aspects during construction works, monitor their progress and prepare periodic reports on environment and social safeguards aspects (as part of the periodic reports on project implementation) for the CASDP and the World Bank
  - Contribute to capacity-building of the project stakeholders (beneficiaries, designers and supervisors, contractors) to increase their environmental awareness and their ability to integrate environmental good practice into their work
  - Undertake any other tasks assigned by the Project Director and Project Manager.

#### **Qualification and Requirements**

- 1) At least Bachelor degree in Environmental Engineering, Civil Engineering (related to irrigation, agricultural science and related food safety standards, ISO labs and building construction, etc.), Environmental Science or related to the tasks, social science, development studies.
- 2) At least 5 year post-graduate experience, which shall include planning, managing and implementing environment-related tasks such as preparation of EIAs, preparation and implementation of ESMPs; experience on dam engineering would be an asset.
- 3) Experience in public consultations, capacity building and communication will be an asset.
- 4) Knowledgeable of the Cambodia legislation on environment, land restitution, land acquisition; knowledge of World Bank safeguards policies and procedures would be an asset.
- 5) Experience in environmental and social risk management and supervision aspects of infrastructure projects
- 6) Fluency in English and Cambodian languages and strong report writing ability and communication skills is essential.

#### **The consultant to be demonstrated**

- Willingness and capacity to perform fieldwork, and in-country travel to project sites.
  - Demonstrated experience in capacity development initiatives, notably at the systematic and institutional levels;
  - Experience of working and collaboration with a broad range of stakeholders from diverse institutions and levels including governments, civil society and communities;
  - Demonstrated ability and report drafting work in concise format and of high quality;
  - Proven knowledge of World Bank Safeguards Policies and Environmental Conservation Law, Environmental Conservation Rules and Environmental Impact Assessment Procedures of Cambodia.
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requirements of the Cambodia legislation and regulations, as well as the Bank policies on the relevant staff are fully complied with during project implementation.

The Consultant provides specialist advice to the PCO on matters relating to environmental and social safeguards compliance in all aspects of the Project in accordance with the project's ESMF, RPF and IPPF specifically and WB safeguards policies/guidelines and country's safeguards requirements in general. The purpose of this advice is to ensure each activity implements its investments in compliance with the environmental and social safeguard requirements under CASDP. This will include advice concerning all environmental and social elements of safeguard management, and performance and compliance monitoring, including for example, relevant advice during procurement/tendering as well as during contract management of activities once they have commenced.

The Lead Environmental and Social Safeguard Consultant will work closely with the EA/IAs's Environmental Safeguard Specialists and Social Safeguards Specialists and report to the Project Director and Manager. The main tasks of the Lead Environmental and Social Safeguard Consultant should include, but not be limited to the following aspects:

- 1) Support to EA and IAs on all aspects of proper implementation of the ESMF, RPF, IPPF including but not limited to (i)-Safeguard Screening Process (a) Identify the eligibility of activity activities, (b) Review and verify the screened forms of the subjects and confirm environmental classifications (c) Prepare Environment and Social Safeguard Due Diligence Form, (ii)-Providing clear guidance and procedures to follow for the preparation of Environmental and Social Impact Assessment and, Environmental and Social Management Plan/or Environmental and Social Code of Practice for activities as per necessary, (iii)-Ensure that the English language safeguards documents are of the required standards and properly written, (iv)-Ensure Environmental and Social Safeguard measures are adequately reflected in bidding and contract documents, including in the contractors C-ESMP and (v)-Ensure that GRM is set up and functioning well with proper record system, and complaints are resolved effectively.
- 2) Guide and assist the Project Coordination Office to prepare the semi-annual progress report and ensure documents are of the required standards and properly written
- 3) Provide training to ensure that PCO and Technical Departments have a comprehensive understanding of the environmental social requirements of ESMF, RPF, IPPF and Screening, ESMP preparation, Environmental and Social instruments, Environmental and Social instruments implementation, monitoring, documentation and reporting requirements
- 4) Supervise the existing Environmental Consultant and Social Consultant
- 5) Support the development of and provide training to ensure that PCO and Technical Departments so that they will have a comprehensive understanding of the GRM system and requirements, that all designated GRM staff have a comprehensive understanding of the GRM system, including database and reporting requirements
- 6) Supervise ES focal point of Technical Departments and Environmental and Social Implementers
- 7) Provide guidance and advice to the PCO regarding World Bank requirements and Government expectations of their respective positions.
- 8) Advise line ministries, EAs/IAs and other agencies on how to conduct consultation with affected households and local authorities during the preparation of the DRP

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