

## **Saint Lucia: Caribbean Regional Air Transport Connectivity Project (CATCOP)**

### **Terms of Reference for Environmental & Social Specialist**

#### **Project Background and Objectives**

The Caribbean Air Transport Connectivity Project (CATCOP)—St. Lucia (the Project) is one of four in a regional series of projects financed by the World Bank. In addition to St. Lucia, three other countries including Dominica, Grenada, and Haiti are participating and all support the common goal of improving regional air transport connectivity and climate/disaster resilience of associated infrastructure.

The objectives of CATCOP—St. Lucia are to (a) improve operational safety and navigation efficiency of air transport in St. Lucia, (b) enhance resilience of St. Lucia’s airport infrastructure to natural disasters, and (c) to improve St. Lucia’s capacity to respond promptly and effectively to a crisis or emergency.

The Project includes five components: (1) improvement of UVF runway safety and resilience; (2) modernization of air navigation systems; (3) institutional strengthening; (4) project management; and (5) contingent emergency response. Total Project cost is estimated at US\$45 million. Implementation is anticipated to require about six years – from 2020 through 2026.

Component 1 of the Project – the focus of these Terms of Reference – includes for UVF, St. Lucia’s main airport: (a) rehabilitation of the runway; (b) upgrade of marking and installation of energy-efficient LED lighting system on the runway; (c) construction of paved stopways and Runway End Safety Areas (RESAs); (d) improvement of airfield drainage; (e) improvement of Crash Fire Rescue facilities; and (f) technical assistances related to these civil works, including engineering design and supervision, social and environmental safeguard activities.

A Project Implementation Unit (PIU) has been established within the Saint Lucia Air and Sea Ports Authority (SLASPA) to lead the implementation of the project. The PIU’s responsibilities include: (a) overseeing and directing Project implementation; (b) procuring the services of contractors and managing/supervising construction and rehabilitation works; (c) disbursing funds and ensuring proper use and accounting of funds disbursed; (d) regular reporting to SLASPA, the Government of Saint Lucia and the World Bank on Project implementation; and (e) ensuring compliance of the Project with environmental and social safeguards of the World Bank as well as national environmental laws and regulations.

The scope of the project does not include elements that could be considered associated with the current HIA Redevelopment Project.

Eligibility criteria for receiving financial support from the project are set out in the Project Implementation Manual (PIM).

## Objectives of the Assignment

Among key responsibilities of the PIU is ensuring compliance of the project with national environmental laws and regulations and with World Bank Environmental and Social Framework (“Environmental and Social Standards”), as envisaged by the Loan Agreement and set out in the Environmental Management Plan Framework (EMPF). In order to fulfill this responsibility, the PIU intends to hire a dedicated Environmental & Social Specialist.

The objectives of the assignment are:

- to assist PIU to ensure environmental and social commitments of the project as laid out in the Environmental and Social Standard (ESS) documents throughout project implementation
- to support the project by identifying and managing environmental and social issues associated with project’s activities, including assistance in preparing sub-project level Environmental and social Management Plans as appropriate; stakeholder engagement process, grievance redress mechanism (GRM) including GRM for workers, and aspects addressed in the Labor Management Procedure.
- to serve as the main PIU liaison with the World Bank on matters related to environmental and social impact management in general, with updating of the ESA and other documents as need, prepare different plans<sup>1</sup> agreed in ESA and ESCP, review the Construction Environment and Social Management Plan (CSMP) and to supervise contractor compliance with the ESMPs;
- to support the PIU by preparing periodic progress and monitoring reports as required by the Government and the World Bank; and
- to build in-house environmental and social management capacity of the SLASPA.

## JOB DESCRIPTION

POSITION IDENTIFICATION		FUNCTIONAL RELATIONSHIPS	
<b>Job Title:</b>	<b>Environmental &amp; Social Specialist</b>	<b>Direct Reports:</b>	
<b>Reports to:</b>	Project Manager and collaborates with technical experts/engineers of the PIU	<b>Internal Contacts:</b>	Director of Airports, Chief Engineer, SM-BDCC
<b>Department:</b>	CATCOP PIU	<b>External Contacts:</b>	Relevant Government Agencies

### JOB SUMMARY:

The successful Candidate will coordinate the environmental and social standards aspects and compliance requirements, including the updating of project designs and the corresponding ESA and ESMPs, the implementation

<sup>1</sup> Waste Management Plan (WMP), Hazardous Materials Control Plan (HMCP), Pollution Management Plan (PMP), Emergency Response Plan (ERP), Traffic and Road Safety Plan (TRSP), Community Health and Safety Plan (CHSP), Security Plan (SP), Storm water, sediment and erosion control plan (SWSECP) and Biodiversity Conservation Plan (BCP) at detailed design stage.

of all construction and civil works activities, and the contractor supervision and reporting. The individual will be expected to provide overall environmental and social management oversight, support and advice to the client in addressing the environmental issues at all the stages of implementation, and in environmental and social related training/awareness raising and coordination activities.

The Environmental & Social specialist will ensure that the environmental and social needs of the **Caribbean Regional Air Transport Project (CATCOP) in Saint Lucia** are met and adhered to in compliance with local and the World Bank's Environmental and Social Standards. The individual must use knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements and observation of soil, water and other sources to protect the environment and human health. Correct guidance on social and environmental standards and impacts, must be provided to the PIU Team and in particular the Project Manager, throughout the scope of project. implementation

## **DUTIES AND RESPONSIBILITIES**

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- Provide assistance to the PIU and SLASPA in updating of the project designs and corresponding updates of the ESA and ESMPs
- Visit proposed project sites including off-site ADS-B towers to assess baseline conditions and potential site-specific impacts;
- Provide guidance and review with design team on drainage elements to capture sediments, remove oil and grease, and floating debris from stormwater before it can affect areas outside the airport perimeters;
- Advise on anticipated environmental and social impacts and possible mitigation measures, and on the preparation of bidding and contracting documents to include ESHS (environmental, social, health and safety) aspects;
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- Review sub-project specific environmental and social (LMP, GRM, SEP) documentation and give recommendations as needed, to applicant communities and designers, for updating or finalizing the documents;
- Participate in evaluation of project proposals and advise on environmental eligibility and acceptability of proposals, based on guidance provided in the ESA, ESMP, and on personal experience;
- Supervise soil and/or water sampling for residual hydrocarbon contamination, and provide guidance on identification, storage, handling, and disposal of hydrocarbon contamination as well as aqueous film forming foam (AFFF) in soils and water;
- Working with PIU Procurement staff, ensure that environmental and social compliance including code of conduct and workers GRM are incorporated as appropriate in contracts for goods and services (mainly civil works contracts) and ensure that contractors are fully aware of their responsibilities in this regard;
- During implementation of the approved projects, undertake regular environmental and social monitoring and supervision in order to verify whether and how provisions of the project ESMPs and associated environmental and social standard documents are followed by all relevant stakeholders (designers, contractors, beneficiaries);

- Report regularly to the Project Manager in writing on the results of monitoring visits, promptly identify any environmental and/or social issues or cases of non-compliance and, and make recommendations for dealing with those issues.
- In conjunction with the Project Manager, discuss compliance status and measures to re-establish compliance with contractors and/or beneficiaries as appropriate, including agreeing on specific steps and timing for any remediation/corrective actions;
- Along with other PIU staff, certify completion of each project and report on overall environmental and social compliance (contribution to sub-project completion reports);
- Screen and scope (examine and evaluate) all activities proposed by individual projects and subprojects to evaluate and assess the potential social risks or impacts and to determine, document and implement required mitigation measures as per ESS2: Labor and 2 Working Conditions; ESS 4: Community 4 Health and Safety; ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement; ESS 8: Cultural Heritage; and ESS10: Stakeholder Engagement and information disclosure.
- Support the implementation, monitoring and reporting of the Environmental and Social Commitment Plan;
- Assist in the stakeholder identification and analysis to support a comprehensive analysis and the design of an inclusive engagement process, and implementation.
- Screen and scope proposed projects for land acquisition, displacement of livelihoods (as per ESS5), if applicable. If needed, develop sub-projects/project activities Resettlement Action Plans (RAPs) for submission and clearance by the Bank, prior to sub-project commencement.
- Implement, monitor and report on the Grievance Mechanism (GM) and that includes the grievance mechanism of the Stakeholder Engagement Plan(SEP) and the worker grievance mechanism of the Labor Management Procedure (LMP).
- Implement, monitor and report on processes planned and carried out to address Gender equity, Gender Based Violence and implementation of a code of conduct.
- Conduct consultations with the relevant project beneficiaries on a regular basis to ensure that issues are addressed in a timely manner and that project beneficiaries are kept abreast of developments.
- Conduct field supervision, monitoring and inspection of individual projects and subprojects to ensure compliance with the mitigation measures required, the World Bank’s policies, and the national laws.
- Report on project activities and social issues/concerns as they arise to serve as documentation of compliance and to support periodic reporting to the respective Ministries or implementing agencies.
- Assist the implementing agencies in the preparation of the social aspects of quarterly project progress reports as necessary.
- In the context of COVID19, when applying consultation apply guidance provided in the World Bank Technical Note on “Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings”
- In case of emergency (e.g. COVID19) or triggering of CERC, give follow-up for the implementation of the ESF/safeguards interim note: COVID-19 considerations in construction/Civil works projects, and in the event of triggering CERC, ensure that the ESMF covers, depending on the context, relevant risks like waste management, OHS, social risks, stakeholder engagement, risks based on security issues;

- Closely collaborate with technical staff and engineers of the PIU and SLASPA to ensure that environmental and social measures are incorporated at all stages of sub-project preparation and implementation, including site selection, project designs, preparation and evaluation of bidding documents and bids, preparation and supervision of contracts;
- Provide contribution to the PIU's regular progress reports on the project implementation;
- Undertake awareness raising activities for the PIU staff, other interested staff of the SLASPA, and potential beneficiaries. This can be done by a series of workshops where potential environmental and social issues and good environmental management practices can be presented;
- Respond to requests from the World Bank and other legitimately interested parties for information and documentation relating to environmentally and social related aspects of the project.
- Provide monthly reports to the PIU Project Manager on overall environmental compliance of the project.

### **QUALIFICATIONS, SKILLS & EXPERIENCE**

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- At a minimum a Bachelor's degree in a relevant field (e.g. environment; civil engineering; natural science; etc., with demonstrated interest and experience in environmental management and environmental sustainability);
- At least 5 years' experience in Environmental and Social Impact Assessment and monitoring;
- Ability to communicate fluently in English, verbally and in writing;
- Possessing sound Information Technology (IT) skills, in particular experience with WinWord and Excel programs (MS Office);
- Demonstrated experience in development and/or management of infrastructure projects, with particular emphasis on environmental aspects, stakeholder engagement and labor management;
- Demonstrated experience in supporting demand-driven large scale enterprises, with particular emphasis on environmental and social aspects;
- Demonstrated experience in preparation of Environmental and social Assessments / Management Plans and environmental awareness/capacity building programs for governmental organizations, NGOs and/or local communities;
- Previous participation in economic development work with international organizations is preferred;
- Perform any other duties in line with the scope of the project.

### **FAVORABLE ATTRIBUTES**

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- Ability to be flexible with work assignments;
- Ability to stimulate and manage change and develop strong teams;
- Ability to uphold ethical standards;
- Ability to use one's initiative and be proactive;
- Demonstrated ability to work in a team;
- Excellent interpersonal and communications skills.

## **METHOD OF APPLICATION**

Interested applicants are invited to submit a resume with two references, contact telephone number, email address as well as certified copies of their qualifications to:

**Senior Manager – Human Resources**

**Saint Lucia Air and Sea Ports Authority**

**P.O. Box 651**

**CASTRIES**

**Subject:** Position of Environmental and Social Specialist for the Airports/World Bank PIU

**Deadline for submission of all applications is 22 January 2020 at 4:00 pm.**

Please note that only the shortlisted applicants shall be contacted, via telephone and/or email, for an interview.

**For more information regarding the post please visit SLASPA's website at [www.slaspa.com](http://www.slaspa.com).**

Wednesday, December 30, 2020