



WEST AFRICAN POWER POOL
SYSTEME D'ECHANGES D'ENERGIE ELECTRIQUE OUEST AFRICAIN
General Secrétariat / Secrétariat Général

**Solar Development in Sub-Saharan Africa
Phase (1)**

TERMS OF REFERENCE

Recruitment of a Social Specialist

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1. CONTEXT

The West African Power Pool (WAPP) was established by the highest decision-making authority of the Economic Community of West African States (ECOWAS) during the Conference of Heads of State and Government of Member States in Lomé in December 1999.

The strategic objective of ECOWAS implemented by the West African Power Pool (WAPP) is based on a dynamic vision of integrating the operation of national electric networks into a unified regional electricity market, making it possible to ensure a regular, reliable and affordable electricity supply to ECOWAS Member States' citizens, in the medium and long term. To achieve this, WAPP promotes and develops infrastructures for power generation and transmission and will, eventually, ensure with the operationalization of the market, the coordination of power exchanges between ECOWAS Member States.

The existing WAPP Infrastructure Development Programme is based on the ECOWAS Master Plan for the Development of Regional Power Generation and Transmission Infrastructure 2019-2033, adopted by the Authority of ECOWAS Heads of State and Government, in December 2018, through Supplementary Act A/SA.4./12/18 which identified key priority projects whose implementation is critical to a smooth integration of national power systems within the ECOWAS area and, facilitate optimal trade and commercialization of electrical energy between Member States. Seventy-five (75) priority projects have been approved for a total investment estimated at USD 36.39 billion involving, among others, the construction of about 23,000 km of high voltage transmission lines and the implementation of a total generation projects with a total capacity of about 15.49 GW including 3.15 GW of variable renewable energy generation (solar and wind).

To support the implementation of this plan, the World Bank provided a grant to the WAPP Secretariat as part of a technical assistance called ("Solar Development in Sub-Saharan Africa, Project #1 Technical Assistance to WAPP (P162580)") for the preparation of regional solar power generation projects and technical study activities to facilitate the integration of Renewable Energy.

This assistance is intended to support the establishment of an enabling environment that would accelerate the deployment of large-scale solar power plants in the WAPP region, through the identification of technical bottlenecks, the preparation of Regional Solar Parks and the sharing of knowledge among countries in the Region. The assistance is implemented by the WAPP Secretariat. It is expected that the grant will be used to identify and prepare regional investments in solar electricity generation, infrastructure, distribution and storage, as well as a support to capacity building with particular focus on planning, regulation and technical knowledge; resource assessment and validation. Also, the assistance includes specific actions to address gender gaps and improve the empowerment of women or men through training and certification in Renewable Energy Variable of WAPP staff members of which at least 15% are women.

The activities would include the full list of preliminary studies to be undertaken before investments are made, namely: pre-feasibility, feasibility, environmental and social safeguards, mitigation of environmental and social impacts, possible resettlement of the population, structuring of the project, implementation modalities, etc.

Within the framework of the capacity building component of the WAPP Secretariat, it is envisaged to recruit a Social Specialist to support WAPP in integrating social aspects in the various studies to be carried out under the technical assistance.

2. OBJECTIVE OF THE SERVICE

The Social Specialist will lead and coordinate the planning, development and implementation of social policies for projects initiated by the WAPP Secretariat as well as the assessment and effective management of social risks related to project activities. This includes reviewing social safeguard frameworks and plans, in collaboration with relevant government agencies and local beneficiary groups; processing compensation; monitoring the implementation of the ESMP and RAP and, monitoring the project's compliance with safeguard policies throughout its duration.

The Social Specialist will ensure compliance with the project's social risk and impact assessment, in collaboration with the Environmental Specialist whilst complying with the requirements of the relevant donors' policies and national texts or, failing that, international texts. He will ensure the proper preparation and implementation of the environmental management plan and any other action plans for the resettlement of communities affected by the projects. The incumbent will also seek and maintain close and interactive relationships with affected communities, regulatory bodies and all project stakeholders. The incumbent will ensure that social aspects are taken into account in pre-investment studies of infrastructure projects, in line with the practices of international financing institutions.

The Social Specialist will also be responsible for providing sustained support and resources to WAPP staff on how to mainstream gender and how to avoid gender-based violence in their projects. This should include support to project teams on monitoring and evaluation of gender related impacts, as well as monitoring and evaluation of gender aspects such as social inclusion or involvement of vulnerable communities, etc. in the projects developed by the WAPP Secretariat for member utilities as a whole.

3. SCOPE OF SERVICES OF THE SPECIALIST

The Social Specialist will be responsible for, but not limited to, the following key tasks:

- ✚ Lead and coordinate the efforts of the project monitoring and management team to provide advice and advance the implementation of social safeguard policies in the countries concerned by the various projects;
- ✚ Apply the project's social safeguard measures as stipulated in the environmental and social safeguard documents.
- ✚ Ensure the appropriate implementation of human rights safeguards, public consultation, dispute resolution for affected communities, mitigation and management of other potential social impacts of the projects;
- ✚ Oversee the implementation of all recommendations of the social impact assessment report;
- ✚ Identifying areas dedicated to agriculture and community assets and any other assets affected by the project, assessing compensation, facilitating the prompt processing and

payment of compensation by the relevant institutions in collaboration with experts designated by the power utilities of the countries concerned ;

- + Supervise the development of RAPs, stakeholder consultation and, ensure the quality of the required reports and supporting documents;
- + Produce the RAP implementation report with all supporting documents and proof of compensation;
- + Coordinate community interactions and activities with People affected by the Project (PAP);
- + Conducting and encouraging awareness-raising programme to inform those affected of the social benefits of the project;
- + Develop and disseminate any means of raising awareness of the social benefits of the project and ensure the dissemination of all public information/disclosure initiatives;
- + Ensure periodic follow-up of progress reports on the implementation of social safeguard policies and procedures, including lessons learned;
- + Carry out regular field inspections;
- + Establish and generate data and indicators for monitoring procedures;
- + Review reports produced by the Environmental and Social Impact Assessment Consultants to ensure that they adequately address the social dimensions of the project, including gender issues and women's empowerment;
- + Ensure that the comments on social aspects provided on the various reports have been properly taken into account ;
- + Oversee the performance of the staff responsible for the reports, providing clear direction and regular monitoring and feedback on performance;
- + Produce project activity reports on social safeguards;
- + Ensure compliance of project activities with social safeguard requirements;
- + Serve as an interface between the PAPs and the project;
- + Perform any other project tasks related to social safeguards.

4. QUALIFICATION AND EXPERIENCE

The social specialist must have at least the following qualifications:

- Have a university degree (at least Bachelor's degree + 4) in anthropology, sociology, applied social sciences, environmental sciences or in a related discipline;
- Have a good knowledge of social safeguard policies and land management regulations;
- Have at least 10 years' experience as a social safeguard specialist on regional development projects;
- Have at least three (03) references in environmental and social assessments; three (03) in RAP or CPR development and two (02) in travel management and conflict resolution in the context of development projects (for each reference, specify the tasks to be performed), as well as the experience with projects financed by the World Bank and/or the African Development Bank or, any partner having the same standards in terms of safeguards is an asset;

- International or regional experience in coordinating and working with multidisciplinary teams and project stakeholders is desirable.

Knowledge Requirements

Excellent knowledge of the following relevant areas is required:

- The World Bank best practices and/or guidelines and procedures on social safeguards, social assessment, social analysis, effective stakeholder participation and complaint resolution systems, and the regulations and legal framework governing environmental and social management;
- Structure and organization of environmental protection agencies and other environmental regulatory bodies in the project area; municipalities, village development committees;
- Creative and innovative techniques for the planning and implementation of environmental and social management policies;
- Practices and cultures of the communities affected by the project.

Skills and Competences

The following skills are required for the effective performance of the missions carried out:

- Master computer software (word processing, spreadsheets, project management and the Internet in particular);
- Excellent analytical and synthesis skills, good dispositions for teamwork and work under pressure, while respecting budgets and deadlines;
- Ability to work in a team, to supervise and motivate a project team. Demonstrated ability to lead operational and analytical tasks Field experience is highly desirable;
- Excellent decision-making skills, ability to take initiative and work independently.

He or she will also need to be highly responsible, organized, discreet, rigorous, imaginative, proactive, methodical, able to work under pressure and humble in approach and collaboration with stakeholders. In addition, they will need to have a strong sense of dialogue and a proven capacity for continuous learning.

Language

The Social Specialist recruited must be fluent in English and/or French and have a very good knowledge of the other language.

5. MISSION DURATION

The Consultant's assignment shall extend from the signing of the contract for a period of 120 days for the first year, after which the contract shall be extended for two (2) years or until the end of the Programme if the Consultant's performance is deemed satisfactory. The consistency of the Consultant's performance and duration may be reviewed at the end of the first year.

The Consultant's services will be carried out on the WAPP Secretariat premises, in Cotonou, on the basis of a quarterly schedule to be agreed upon.

6. CONSULTANT’S OBLIGATIONS

The Social Specialist will be responsible for carrying out the services described in these terms of reference. He or she will take all necessary steps to ensure that the work entrusted to him or her is carried out correctly and within the time limits set. He or she shall undertake, among other things, to:

- To undertake all services with seriousness, in accordance with internationally recognized rules and standards;
- To respect the customs and habits of ECOWAS countries or any other country where s/he will have a mission to carry out;
- To keep confidential the information obtained and the results of his/her tasks during and after the execution of his/her mandate and, to hand over at the end of his mission, the documents which would have been handed over to him/her.

The Specialist will be required to travel frequently within the sub-region. The work may require occasional weekends and/or late nights at work.

7. REPORTING REQUIREMENTS

The scope of services of the Social Specialist includes the preparation and timely submission of quality reports and documents, drafted as required in English and/or French.

The Social Specialist shall also provide:

a. Initial Report:

The Specialist shall submit an initial report within 4 weeks from the date of commencement of his or her services, which shall contain, among others, the work plan, methodology and indicative schedule for the execution of the assigned mission. His/her services will begin with a 10 working day mission to the WAPP Headquarters in Cotonou.

b. Mission Report:

The Specialist will be required to submit mission reports for the duration of his/her appointment.

At the end of each assigned mission, the Specialist shall submit a comprehensive report detailing, among others, activities undertaken during the assignment, inputs and outputs, expected outcomes and deliverables required by the WAPP Secretariat and the Funding Agency. The submission, difficulties encountered, lessons learned and approaches to solutions. The approval of this report will be a prerequisite for the disbursement of his fees under the assigned mission.

All documents prepared by the Specialist in connection with the assigned mission (including presentations and annotated comments to the reports) must be included as an appendix to each report. Such reports shall be prepared in English and/or French, as appropriate, and

submitted no later than the 10th day of the month following the completion of each assignment.

Line Manager

The Social Specialist will be placed under the functional authority of the Planning, Investment Programming and Environmental Safeguard (PIPES) Department of the WAPP General during the execution of the assigned mission.

The Social Specialist will liaise with WAPP member utilities, energy ministries, environmental protection ministries/agencies and financing agencies. As the assignment is funded by the World Bank, the relevant requirements of the Bank will be applicable in this regard.

8. CONFLICT OF INTEREST

This is a contractual post, and it is understood that the recruitment of candidate civil servant must comply with the provisions in force, such as clause 1.11 (d) of the Guidelines, Selection and Employment of Consultants by the World Bank Borrowers, January 2011 version: "Government officials and civil servants may be engaged for consultancy contracts, either individually or as part of a consulting firm team, only if (i) they are on leave of absence without pay; (ii) they are not engaged by the organization for which they were working immediately prior to their departure on leave; and (iii) their employment does not give rise to a conflict of interest (see paragraph 1.9 of the Guidelines).