

REPUBLIC OF KENYA



MINISTRY OF AGRICULTURE, LIVESTOCK, FISHERIES AND COOPERATIVES
STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND
THE BLUE ECONOMY

TENDER NO. MOALF&C/SDFA&BE/09A/2020-2021

**EXPRESSION OF INTEREST FOR INDIVIDUAL CONSULTANT FOR ENVIRONMENT
SAFEGUARD FOR KENYA MARINE FISHERIES AND SOCIO-ECONOMIC
DEVELOPMENT PROJECT (KEMFSED)**

The Government of Kenya has received support from the World Bank for implementing the Kenya Marine Fisheries and Socio-Economic Development Project (KEMFSED) which

covers a period of 5 years. The development project's overall goal is to improve management of priority Fisheries and Mariculture and increase access to complementary livelihood activities in coastal communities. The implementing agencies will be the State Department for Fisheries Aquaculture and the Blue Economy (SDFA&BE) on behalf of the Government of Kenya. In addition, five (5) Counties along the Coast have been selected to be beneficiaries for the project namely Kwale, Mombasa, Kilifi, Tana River and Lamu.

The project comprises of the following three components:

- 1) **Component 1: Governance and Management of Marine Fisheries** focusing on improving the management of marine fisheries in Kenyan waters. Fisheries governance interventions will be promoted through strengthened co-management of near shore fisheries, and infrastructure development to support the management of fisheries at both the national and county level.
- 2) **Component 2: Coastal Community Empowerment and Livelihoods** will contribute to the Project Development Objective (PDO) by strengthening livelihoods in coastal communities through a combination of technical and financial support for the implementation of livelihood, social welfare, and environmental subprojects; provision of scholarship grants and complementary capacity-building and mentoring of beneficiaries.
- 3) **Component 3: Project Management** will finance support for project management at

both national and county levels to ensure coordinated and timely execution of project activities.

4)

Applications are therefore invited from qualified candidates for the position shown here below:-

S/No	Designation	No. of posts	TENDER NO:	
1	Environmental Safeguards Consultant – KEMFSED	1	MOALF&C/09A/2020-2021	"Re advertisement"

Interested and qualified persons are requested to make their applications as follows:

- Each application should have a detailed CV and a covering letter indicating the tender number for the position. Copies of relevant document must be attached.
- The Ministry of Agriculture Livestock Fisheries and Co-operatives avails equal employment opportunities to all Kenyans. Women, Persons living with disabilities, the marginalized and Minorities who meet the requirements are encouraged to apply.
- Completed applications should be submitted to:

PRINCIPAL SECRETARY
STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND THE BLUE
ECONOMY
P.O. BOX 58197 -00200
NAIROBI

Or dropped in the tender box located on 3rd Floor Maji House on or before

11th December, 2020 at 10:00 am. The tender will be opened immediately after the closing time at the boardroom, 6th floor, Maji House in the presence of applicants who choose to attend.

- Only shortlisted and successful candidates will be contacted.
- Those who applied in the earlier advertisement need not re-apply.

- Canvassing in any form will lead to automatic disqualification.

TERMS OF SERVICE: SIX (6) MONTHS' CONTRACT

REMUNERATION: NEGOTIABLE

Requirements for Appointment

For appointment to this post, an officer must:

- i) Have a Bachelor's degree in Environmental Science, Natural Resource Management or any other equivalent and relevant qualification from a recognized institution;
- ii) Have Masters' degree in Environment science, Natural Resources Management or any other equivalent and relevant qualification from a recognized institution;
- iii) Have worked for a minimum period of ten (10) years in the fields of Environmental, Natural Resources, solid waste management and social assessment for development projects.
- iv) Have Experience of at least five years with operational environmental safeguards policies of the World Bank (especially Operational Policy (OP) 4.01 Environmental Assessment);
- v) Be well versed with project compliance with environmental safeguards requirements and National Environment Management Authority (NEMA) compliance procedures;
- vi) Be registered with National Environment Management Authority (NEMA)
- vii) Be familiar with coastal Kenya and have thorough Knowledge of environmental issues in relation to the project area;
- viii) Have working knowledge on Occupational Health and Safety methods;
- ix) Have broad understanding of national environmental legislation, both at the national and county level;
- x) Have excellent oral and written communication skills.
- xi) Have Certificate in computer application skills from a recognized institution
- xii) Be fluent in English and communication in Kiswahili will be an added advantage.

Competencies

- i. Excellent leadership, technical competence and professional skills for timely implementation, coordination and management of activities;

- ii. Proven ability to effectively coordinate activities involving multiple disciplines and organizational units;
- iii. Ability to meet strict deadlines and maintain high standards of service delivery even under pressure;
- iv. Excellent report writing skills

Duties and Responsibilities

Specific duties and responsibilities at this level will include, to:-

- i. Ensure project activities are carried out in line with World Bank safeguards policies and safeguards instruments prepared for the project, and the national legislation;
- ii. Pay full attention to opportunities geared towards enhancing positive environmental effects of the project and to reduce and mitigate against its potential environmental impacts
- iii. Prepare training materials and carry out technical trainings on environmental safeguards with State Department for Fisheries, Aquaculture and the Blue Economy (SDF&BE) staff, county government staff, and other relevant stakeholders (tailored to specific group of trainees):
 - a. Environmental assessment
 - b. Management of natural habitats
 - c. Occupational and community health and safety
 - d. Integrated pest management, etc.
- iv. Train contractors engaged under the project on the applicable safeguards policies and their requirements;
- v. Review Terms of Reference (TORs) and safeguards instruments, such as Environmental Social Impact Assessments (ESIAs), Environmental Social

Management Plans (ESMPs), and Contractor ESMPs (as applicable, and ensure all safeguards issues are accurately addressed vis-a-vis project design and Environmental Social Management Framework (ESMF) provisions, and provide expert guidance/advice to the National Project Coordinating Unit (NPCU), county governments;

- vi. Assess potential environmental impacts of civil works planned under the Project, provide recommendations for adjusting designs for decreasing negative impacts to the extent possible, and identify measures for mitigating negative environmental impacts; ensure relevant environmental safeguards requirements are included in construction contracts;
- vii. Evaluate, as a member of the panel, contractual bids related to civil works and/or consultancies touching on environmental and social activities;
- viii. Carry out supervision and/or inspections of any sites where works are taking place to verify the compliance levels with the relevant safeguards instruments and Environmental Health and Safety (EHS), with and without the contractor, as necessary;
- ix. Review, utilize and update (where necessary,) the screening and supervision checklists and guidelines presented in ESMF to ensure compliance with good environmental and social risk management adopted by the Project.
- x. Collect data on project environmental impact, compliance, Grievance Redress Mechanism functionality and utilization and keep records of environmental supervision of project activities in a systemic manner that allows easy search- and-find of all documents upon request of National Project Coordination Unit, the World Bank, and national authorities;
- xi. Oversee community engagement, including with Vulnerable and Marginalised Groups (VMGs) and regularly liaise with communities that are benefiting from the project to facilitate communities' access to economic opportunities resulting from project activities;
- xii. Prepare regular safeguards monitoring reports for the National Project Coordination Unit, including preparation of the environmental safeguards input to project progress reports submitted to the World Bank;

Draft reports on environmental safeguards matters, and other relevant project documentation in line with project reporting requirements; and

- xiii. Undertake any other relevant duties that may be assigned from time to time

TERMS OF REFERENCE FOR ENVIRONMENTAL SAFEGUARDS SPECIALIST

NAME

Job Title: Environmental Safeguards Specialist

Department: State Department for Fisheries Aquaculture and the Blue Economy (SDFA-

BE) Project Name: Kenya Marine Fisheries and Socio-Economic Development Project

(KEMFSED) Location: Nairobi

Expected Start Date of Assignment: January 2020 **Duration:** 6 months renewable once based on performance^{1 2}

Management Framework (ESMF)¹ was prepared and publicly disclosed in-country and on the Bank's website on [add date once disclosed]. The ESMF provides detailed guideline

Reports to: Name: National Project Coordinator

Title: NPC Team Leader

2 Background

The GoK, through the State Department for Fisheries, Aquaculture, and Blue Economy (SDFA&BE) and with support from the World Bank, is implementing the Kenya Marine Fisheries and Socio-Economic Development (KEMFSED) project, which aims at supporting the country in its efforts to leverage emerging opportunities in the Blue Economy. The KEMFSED project, which will be implemented in Kenya's coastal counties including Kwale, Mombasa, Kilifi, Tana River, and Lamu, will strengthen the management of fisheries that are priority to coastal livelihoods, thereby securing stocks at sustainable levels of harvesting. At the same time, the project will strengthen coastal households' access to complementary livelihood activities toward diversifying sources of household income to reduce dependence on capture fisheries. By better managing and conserving marine and inland water resources, reducing illegal fishing activity, and enhancing the value of the fish products in the value chains, the sector is expected to enhance its contribution to the overall economy.

The project is expected to have several positive environmental and social impacts and socioeconomic benefits at both the country level and coastal counties. The scale of project interventions is not expected to result in significant adverse environmental, health or social impacts. However, some activities could result in negative impacts, which are expected to be site-specific, temporary, and reversible in nature.

In view of the project's potential impacts on the environment and overall environmental risk associated with proposed project activities, the project is classified as environmental Category B based on findings during project preparation. The Bank's environmental safeguard policies triggered by the project include Environmental Assessment (OP 4.01), Natural Habitats (OP 4.01), Forests (OP 4.36) and Physical Cultural Resources (OP 4.11). Since the exact locations and site-specific details of activities and scope of works and community-level physical interventions were not identified at the time of appraisal, an Environmental and Social

and processes for identification and screening of activities for critical environment and social risks; procedures for evaluating environmental risks and impacts; guidance for developing site-specific environmental and social impact assessments (ESIAs) and environmental and social management plans (ESMPs) that will include mitigation measures to address the potential environmental and social impacts of sub-projects, once the activities, location and scope are identified. It also proposes institutional arrangements for safeguards implementation and capacity building measures for community, county and national levels. By following the procedures outlined in the ESMF, site specific ESIA and/or ESMP will be prepared for all sub-projects based on the results of screening. These reports will be publicly disclosed prior to finalization of the design and commencement of any construction. During sub-project preparation, the project implementing teams will apply findings from the ESIA/ESMP to further improve project designs and minimize adverse impacts, while maximizing positive impact on people and the environment.

The ESMF utilizes the project Grievance Redress Mechanism (GRM) to ensure handling of environment-related concerns of Project Affected People are integrated in the overall project grievance handling and resolution.

2. Objective of the Assignment and Scope of Work

SDF&BE seeks the services of an individual consultant who will work in the National Project Coordination Unit (NPCU) of the KEMFSED Project as an Environmental Safeguards Specialist. The objectives of this Specialist are to promote the environmental sustainability of the KEMFSED project and to ensure that no adverse environmental impacts are caused by the project. More specifically, the Environmental Safeguards Specialist is expected to:

- Ensure that project activities are carried out in line with WB safeguards policies and safeguards instruments prepared for the project, and the national legislation;
- Pay full attention to opportunities to enhance the positive environmental effects of the project and to reduce and mitigate against its potential environmental impacts;
- Prepare training materials and carry out technical trainings on environmental safeguards with SDF&BE staff, county government staff, and other relevant stakeholders (tailored to specific group of trainees):
 - o Environmental assessment o Management of natural habitats o Occupational and community health and safety o Integrated pest management, etc.
- Train contractors engaged under the project on the applicable safeguards policies and their requirements;³
- Review TORs and safeguards instruments, such as ESIAs, ESMPs, and Contractor ESMPs (as applicable, and ensure all safeguards issues are accurately addressed vis-a-

³ However, since the site/location for construction of a marine hatchery and training center under the NAMARET was identified during preparation, an ESIA was prepared by the GoK, approved the WB, and publicly disclosed.

vis project design and ESMF provisions, and provide expert guidance/advice to the NPCU, county governments;

- Assess potential environmental impacts of civil works planned under the Project, provide recommendations for adjusting designs for decreasing negative impacts to the extent possible, and identify measures for mitigating negative environmental impacts; ensure relevant environmental safeguards requirements are included in construction contracts;
- As part of the panel evaluate contractual bids related to civil works and/or consultancies touching on environmental and social activities;
- Carry out supervision and/or inspections of any sites where works are taking place to verify the compliance levels with the relevant safeguards instruments and Environmental Health and Safety (EHS), with and without the contractor, as necessary; Review and utilize (if necessary, update) the screening and supervision checklists and guidelines presented in ESMF to ensure compliance with good environmental and social risk management adopted by the Project.
- Collect data on project environmental impact, compliance, Grievance Redress Mechanism functionality and utilization, and keep records of environmental supervision of project activities in a systemic manner that allows easy search-and-find of all documents upon request of NPCU, the World Bank, and national authorities;
- Oversee community engagement, including with VMGs and regularly liaise with communities that are benefiting from the project to facilitate communities' access to economic opportunities resulting from project activities;
- Prepare regular safeguards monitoring reports for the NPCU, including preparation of the environmental safeguards input to project progress reports submitted to the World Bank;
- Draft reports on environmental safeguards matters, and other relevant project documentation in line with project reporting requirements;
- Other relevant duties as requested.

3. Required qualifications

The Environmental Safeguards Specialist shall have the following minimum qualifications:

- Higher education in environmental science, environmental management, or similar;
- At least 10 years of full-time and documented experience in similar assignments, with broad knowledge of environmental conservation and management, including in the area of solid waste management and similar;
- Be registered with NEMA and demonstrated knowledge of the regulatory body's (NEMA) compliance procedures will be an advantage;
- Knowledge and/or familiarity with coastal Kenya, and specifically environmental issues in the project area;
- Experience with operational environmental safeguards policies of the World Bank

(especially OP 4.01 Environmental Assessment), and with ensuring project compliance with environmental safeguards requirements;

- Working knowledge of Occupational Health and Safety methods and their application is desirable;
- Excellent leadership, technical competence and professional skills for timely implementation, coordination and management of activities;
- Proven ability to effectively coordinate activities involving multiple disciplines and organizational units, as well as to maintain high service standards under pressure, and meet deadlines;
- Excellent knowledge of Kiswahili and full English fluency, including report-writing skills;
- Computer literacy.

4. Reporting Arrangements

The Environmental Safeguards Specialist will report to the KEMFSED Project Coordinator.

5. Deliverables

The Environmental Safeguards Specialist shall submit the following deliverables to the NPCU:

- Action plans, reports/master plans/research/project findings, proposals, etc. as required;
- Regular safeguards monitoring reports, including updates on environmental safeguards, gender sensitivity and beneficiary engagement as input to project progress reports, mid-term reports, and completion report;
- Records of environmental safeguards supervision of project activities;
- Reviewed documents on preparation of specific ESIA/ESMPs and if need be any Resettlement Action Plans (RAPs) to the expected standard and quality.
- Monitor report for the GRM logs;
- Other deliverables as required by the NPCU and WB;
- Monthly progress report on the above activities under the Project to keep track of the project activities during the entire implementation phase. Such progress reports shall be submitted not later than five calendar days following the reporting month;
- Submit reports on key learning's and lessons learned and the way forward.

6. Responsibility of the Employer

SDFA&BE will provide technical, administrative and support in coordinating activities as well as office, furniture, office equipment, stationery, and other materials as required by the Contract Administration to perform his/her duties as specified in this TOR

7. Place of Work

The Environmental Safeguards Specialist will be stationed in Nairobi at the NPCU, with

travel to project areas as required. Where travelling individually on programme duties, expenses will be incurred and reimbursed accordingly, in accordance with GOK procedures. All individual travel shall be approved by the KEMFSED Project Coordinator.

8. Remuneration and Mode of Payment

The Environmental Safeguards Specialist shall be remunerated on a monthly basis, with the rate being negotiated with the successful candidate upon submission of monthly reports (deliverables) and based on performance (performance-based contract).

9. Selection method

The consultant selection will follow the both the Government approval procedures and the World Bank's Procurement Regulations for Investment Project Financing (IPF) Borrowers for Individual Consultants.