

TERMS OF REFERENCE FOR AN ENVIRONMENT AND SOCIAL SPECIALIST FOR THE CORB-FUND

1. Introduction

As part of the *Cubango-Okavango River Basin (CORB): Financing Innovation in Transboundary Waters* project, OKACOM is establishing a Project Implementation Unit (PIU) in the CORB Fund to support the capitalization and operationalization of the Fund, including the identification, preparation, and screening of a pipeline of priority investments. The Fund will support downstream projects with potential environmental and social (E&S) risks and impacts across a transboundary and environmentally sensitive basin with diverse communities, livelihoods and cultural practices dependent on the basin resources.

In line with the World Bank Environmental and Social Framework (ESF) and the commitments set out in the Environmental and Social Commitment Plan (ESCP), the PIU will include a qualified Environmental and Social Specialist position to ensure that E&S risks and impacts are appropriately identified, assessed, managed, and monitored throughout fund establishment and pipeline development.

2. Objectives of the PIU

The objective of this assignment is to provide technical leadership and operational support on environmental and social risk management within the PIU, ensuring that:

- The CORB Fund is established with appropriate E&S governance, systems, and procedures; and
- The project pipeline is developed, screened, and prioritized in a manner consistent with the ESF, applicable Environmental and Social Standards (ESSs), including those related to stakeholder engagement, labor, land, livelihoods, and cultural heritage, and relevant national and regional regulatory requirements

3. Scope of Work of Environment and Social Specialist for PIU

- Support the design and operationalization of the **environmental and social governance framework** for the CORB Fund, including E&S policies, procedures and institutional arrangements.
- Contribute to the definition of E&S eligibility and exclusion criteria for fund-supported investments.
- Support the development of E&S roles and responsibilities for the Fund entity, including inputs to ToRs for environmental, social, and occupational health and safety staff where applicable.
- Ensure the E&S governance framework adequately addresses stakeholder engagement, social inclusion, labor and working conditions, land and resource access, and grievance redress at Fund and downstream levels.

4. Project Pipeline Development and Technical Assistance (TA) support

- Provide technical inputs to ToRs for feasibility studies, technical assistance, and project preparation activities to ensure E&S considerations are integrated from an early stage.

- Lead or support environmental and social screening of proposed pipeline investments to screen proposed pipeline investments to identify, avoid where necessary, and manage environmental and social risks and impacts in accordance with the ESF.
- Identify potential cumulative, transboundary, and basin wide environmental and social risks relevant to the CORB context and advise on mitigation approaches.
- Advice on the classification of E&S risk levels and the determination of required E&S instruments (e.g. ESIA, ESMP, SEP, LMP, livelihood restoration plans, etc).
- Identify potential social risks and impacts, including those related to land acquisition or access restrictions, livelihoods, labor and working conditions, vulnerable or marginalized groups, and community health and safety.
- Assess relevance of ESS5, ESS7, and ESS8, including potential impacts on Indigenous Peoples, cultural heritage (tangible and intangible), and traditional resource use.

5. Oversight, Capacity Building, and Coordination

- Support capacity building of E&S specialists within the Fund entity and, where relevant, downstream implementing partners.
- Provide technical guidance and training to PIU staff and stakeholders on ESF requirements, stakeholder engagement, labor and working conditions, and grievance redress mechanisms.

6. Monitoring, Reporting, and Disclosure

- Monitor implementation of E&S measures and actions set out in the ESCP and other E&S instruments.
- Prepare periodic E&S progress reports for inclusion in overall project reporting to the World Bank, ensuring accurate and timely documentation of compliance and emerging risks.
- Support disclosure of E&S instruments and stakeholder engagement activities in line with ESF and national requirements.

7. Deliverables

1. Design and integration of the E&S governance framework in CORB fund decision making structure
2. Provide E&S input in the ToRs to be prepared for the TA activities
3. Environmental and social screening notes for proposed pipeline and TA activities supported.
4. Periodic E&S monitoring and progress reports to the PIU and the World Bank.

OTHER INFORMATION FOR POSITION ADVERT AND EVALUATION

Qualifications and Experience

- Bachelor's Degree or preferably Master's Degree in the relevant discipline (e.g., Environmental Engineering, Environmental Studies, Environmental Management, Natural Resources Management, or other related disciplines) including Occupational Health and safety diploma or recognized certification such as SAMTRAC or NEBOSH
- At least five (5) years of experience in the preparation and supervision of the implementation of Environmental and Social Management Systems preferably for financial intermediaries.
- Knowledge and implementation experience with ISO 14001 and ISO45001 would be highly beneficial.

- Demonstrated experience working on projects that have applied the IFC Performance Standards or World Bank Environmental and Social Framework, or experience applying similar policies in other international financial organizations
- Experience in facilitating workshops, training and stakeholder engagement on E&S risks management
- Ability to work in teams and communicate effectively and demonstrated resourcefulness and initiative.
- Fluency in English with excellent oral and writing communication skills as well as report writing. Additional competency in Portuguese will be beneficial.

Contract Duration

The contract of the E&S Specialist will be for three (3) years subject to renewal based on performance in satisfying the objective of this position or depending on material changes to project design or budget.