



RURAL ELECTRIFICATION AGENCY

ENERGY FOR RURAL TRANSFORMATION PHASE III

Credit No.: 5653, Project ID.: P133312

Procurement Reference No.: REA-ERTIII/SRVCS/00016

Terms of Reference for Senior Social Development Officer

1. Background

- 1.1. The Government of Uganda (GoU) has received financing from the International Development Association (IDA) of the World Bank in the amount of US\$135 million equivalent towards the cost of Uganda Energy for Rural Transformation Phase III (ERT III) and it intends to apply part of the proceeds to payments for consulting services to be procured under the project. The Project Development Objective of ERT III Project is to increase access to electricity in rural areas of Uganda.
- 1.2. Under the ERT III project, REA will be responsible for implementation of component 1 and subcomponent 2.4. Component 1 (On-grid Energy Access) shall support on-grid investments namely; (i) Grid Extension and Associated Connections; (ii) Grid Intensification and Associated Connections; (iii) Household Connections from Existing Lines and (iv) Implementation Support for On-grid Energy Access. Subcomponent 2.4 (Quality Assurance for Solar Market Development) will be implemented in collaboration with the UNBS and it aims to promote quality assurance and awareness of solar products so as to enable the market for affordable, high-quality PV products in rural areas.

1.3. Under this project a position of Senior Social Development Officer is available to be filled by qualified, experienced professional as detailed in the person specifications below.

2. Main Purpose

2.1. The primary purpose of the Senior Social Development Officer will be to coordinate, monitor and report on the social aspects of the implementation of electricity distribution extension and intensification works.

3. Scope of the assignment/ Key Responsibilities

3.1. Ensuring and monitoring compliance of the project activities with Environmental and Social Management Plans (ESMP) and Resettlement Action Plans (RAPs), other World Bank safeguards requirements and the national environmental policy and legal requirements during construction of subprojects.

3.2. Reviewing the contractor's Social Management Plans for compliance with the project's objectives and ensures their implementation.

3.3. Supervising and coordinating all social related activities of the project, including the supervision of the contractor and the consultant's social activities.

3.4. Coordinating social impact assessment and management during the preparation, implementation and monitoring of participatory RAPs and carry out post RAP implementation and a social audit to ensure that all the social impacts are addressed in accordance with the social safeguard instruments in place.

3.5. Spearheading sensitization and information dissemination on the project's objectives within the project areas and develop and implement appropriate strategies to enhance community participation during project design and implementation.

3.6. Reviewing Environmental and Social Impact Assessments (ESIAs), ESMPs, and RAPs of rural electrification projects and ensure that social issues are comprehensively addressed.

3.7. Ensuring that the findings of ESIAs and RAPs including public consultation input of affected communities and their disaggregation in terms of gender, different levels of social vulnerability to project risks and impacts, as well as equitable access to project opportunities and benefits, are incorporated into project design and implementation

strategies by providing technical input to requisite ESMPs and RAPs of Rural Electrification projects.

- 3.8. Coordinating closely with the REA Way Leaves Officer, the Environmental Specialist and Community Outreach Unit to ensure that the RAP and EIA processes capture all the relevant social aspects.
- 3.9. Providing guidelines on relevant social mitigation measures, including measures pertaining to way leaves acquisition and resettlement, protection of cultural resources, community & worker health and safety, gender based violence, violence against children, child labour, forced labour, HIV/AIDS, and other issues where relevant, which should be considered during preparation of bidding documents for rural electrification projects
- 3.10. Identifying potential sources of grievances, design and implement appropriate grievance redress mechanisms for the project to ensure effective and timely resolution of any complaints or grievances raised by stakeholders.
- 3.11. Supporting stakeholders including district and community members in identification, prioritization and mitigation of social, equity and gender issues during the project design and implementation, as well as monitoring and evaluation of social impacts of the projects.
- 3.12. Ensuring that social aspects (including gender, vulnerable groups, forced labour, child labour, workers, and community), health and safety mitigation procedures and processes are adhered to during project implementation phase.
- 3.13. Serving as stakeholders' liaison between the project affected parties and REA and build a strong, constructive, and responsive relationships essential for the successful implementation of socially acceptable rural electrification projects.
- 3.14. Ensuring relevant government agencies, including Ministry of Finance, the Chief Government Valuer and partner agencies are well informed on issues related to the implementation of RAPs and required support for timely implementation.
- 3.15. Undertaking monthly, quarterly and annual monitoring of all Rural Electrification projects on Social management aspects and accordingly compile reports for both internal and external use, and ensure compliance with the relevant Government of Uganda Social Requirements and the Social Safeguards of the respective funding/development partners.

3.16. To carry out any other duties as specified by the Supervisor.

4. Qualifications of the Senior Social Development Officer

A candidate must:-

- 4.1. Have a Bachelor's degree in social science related field and a Master's degree in Social Science, Sociology, Social Work and Social Administration and Development studies from a recognized University/institution.
- 4.2. Have at least Five (5) years of relevant professional experience in social impact management for development projects.
- 4.3. Demonstrate his/her knowledge and ability to engage in a range of social issues in the energy sector.
- 4.4. Have knowledge and experience of Key Social Management Tools, notably Social Impact Assessment, Social Impact Audits, conflict resolution, Grievance Redress Mechanism, community engagement, monitoring, and reporting.
- 4.5. Have demonstrable experience in wayleaves acquisition and the process of compilation of a Resettlement Action Plan for infrastructure projects.
- 4.6. Good interpersonal, communication and public relations skills.
- 4.7. Proven ability to work as a member of a senior management team.
- 4.8. Additional training in Environmental and Social Safeguards will be an added advantage.
- 4.9. A proven integrity record

5. Reporting

The Senior Social Development Officer shall report to the Manager Project Development and Management, but will work closely with the Manager, ERT.

6. Key Performance Indicators

- 6.1. Compliance of the project activities with ESMPs, RAPs, other World Bank safeguards requirements, and the national environmental policy and legal requirements during construction of subprojects.

- 6.2. Implementation and compliance of the contractor's Social Management Plans with the project's objectives.
- 6.3. Supervising and coordinating all social related activities of the project, including the supervision of the contractor and the consultant's social activities.
- 6.4. Coordinating social impact assessment and management during the preparation, implementation and monitoring of participatory RAPs and carry out post RAP implementation and a social audit to ensure that all the social impacts are addressed in accordance with the social safeguard instruments in place.
- 6.5. Spearheading sensitization and information dissemination on the project's objectives within the project areas and develop and implement appropriate strategies to enhance community participation during project design and implementation.
- 6.6. Reviewing Environmental and Social Impact Assessments, ESMPs and RAPs of rural electrification projects and ensure that social issues are comprehensively addressed.
- 6.7. Incorporation of the findings of ESIA's and RAPs including public consultation input of affected communities and their disaggregation in terms of gender, different levels of social vulnerability to project risks and impacts, as well as equitable access to project opportunities and benefits, into project design and implementation strategies of rural electrification projects.
- 6.8. Compliance of bidding documents for rural electrification projects with relevant social mitigation measures, including measures pertaining to way leaves acquisition and resettlement, protection of cultural resources, community & worker health and safety, child labour, forced labour, HIV/AIDS, and other issues where relevant.
- 6.9. Effective and timely resolution of any complaints or grievances raised by stakeholders.
- 6.10. Adherence to social aspects (including gender based violence, vulnerable groups, forced labour, child labour, violence against children, workers, and community), health and safety mitigation procedures and processes during project implementation phase.
- 6.11. Preparation of monthly, quarterly and annual monitoring reports of all Rural Electrification projects on Social management aspects.

7. Duty Station

The Senior Social Development Officer will be located in Kampala but with significant amount of field work in project areas.

8. Time Frame

The assignment shall be for a period of 4 (Four) Years.

9. Submission of Applications

Interested applicants should submit their applications including detailed Curriculum Vitae and copies of relevant academic documents to:

*The Executive Director
Rural Electrification Agency
Plot 10 Windsor Loop, Kololo
2nd Floor, House of Hope
Kampala – Uganda*

All applications should be received not later than **Wednesday 9th August, 2017 at 5:00pm**