

BARBADOS
Beryl Emergency Response and Recovery Project

Terms of Reference
ENVIRONMENTAL SPECIALIST

1. Context

The Government of Barbados has requested World Bank financing to support recovery from the destruction caused in July 2024 by Hurricane Beryl, the earliest Category 5 storm to form in the Atlantic. Beryl caused extensive damage to the south and west coasts, impacting the Bridgetown port and fisheries marina, severely affecting fisherfolk and their boats, and damaging key coastal areas and infrastructure. The development objective of the Beryl Emergency Response and Recovery Project is to (i) restore disaster-affected sectors, (ii) enhance climate-resilient infrastructure, and (iii) strengthen emergency preparedness and response capacity. A detailed description of the project is provided in Annex 1. To implement the project, Government is establishing a Project Execution and Coordination Unit (PECU) that will be hosted by the Ministry of Environment and National Beautification (MENB) and be led by a Project Manager.

After graduating in 1994, Barbados became eligible for International Bank for Reconstruction and Development (IBRD) financing again in 2024. Since 1994, the country has experienced high economic volatility and stalling development. In May 2024, the World Bank approved the request from the GoB to access IBRD financing considering: (i) the country's vulnerabilities, which are exacerbated by the increasing frequency of climate-related disasters and global shocks; (ii) its lack of access to external capital markets on reasonable terms; and (iii) the need to strengthen key institutions for economic and social development. Between 1994 and 2024, Barbados received exceptional IBRD financing four times, twice for Investment Project Financing (IPF) projects and twice for Development Policy Financing. As a result, this Project is the first Barbados IPF loan since the last one closed in 2014.

2. Scope of Services

The position of Environmental Specialist is a contracted full-time staff position working on site at the PECU office in MENB and in the field. The Environmental Specialist is expected to coordinate with the Social Specialist contracted for this project to support the project management in ensuring that environmental issues and environmental management activities are mainstreamed into the various components of the Project so that it is compliant with the Environmental and Social Standards of the World Bank, and with the Environmental and Social Assessment developed for this Project. The Environmental Specialist will report to the Project Manager and will work in tandem with the Social Specialist.

3. Terms of Assignment

The Environmental Specialist will work in tandem with the Social Specialist and take the leading role with respect to the application of the following Environmental and Social Standards (ESSs):

1. Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts: The main instruments are the Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Audit, and Environmental and Social Management Plans (ESMPs).

2. Environmental and Social Standard 2: Labor and Working Conditions. Elements of Occupational Health and Safety (OSH) will fall under this ESS, for which measures will be described in the ESMPs.
3. Environmental and Social Standard 3: Resource Efficiency and Pollution Prevention and Management. Measures are part of the ESMPs.
4. Environmental and Social Management Plans (ESMPs).
5. Environmental and Social Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources. Measures are part of the ESMPs.
6. Environmental and Social Standard 8: Cultural Heritage. Measures to address these potential impacts will be defined in the ESMPs.
7. Environmental and Social Standard 9: Financial Intermediaries. Measures to address the potential impacts of financial intermediary financing.

The Environmental Specialist will support the Social Specialist on the application of the other ESSs more relevant to social aspects including:

1. Environmental and Social Standard 2: Labor and Working Conditions. The main instrument for social aspects under ESS2 is the Labor Management Procedures (LMP) for which the Environmental Safeguard Specialist will provide the Social Safeguard Specialist.
2. Environmental and Social Standard 4: Community Health and Safety. Some aspects of this ESS are related to social issues, for which the Environmental Safeguard Specialist will provide support to the Social Specialist. Measures are part of the Environmental and Social Management Plans (ESMPs).
3. Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure. The main instrument is the Stakeholder Engagement Plan (SEP)

4. Duties and responsibilities

The Environmental Specialist will be responsible for ensuring that the Project's environmental goals are realized and that any adverse impacts are effectively avoided and/or mitigated in a timely manner. The duties/responsibilities of the Environmental Safeguard Specialist include, but are not limited to:

1. Monitor the implementation of the ESCP and ensure the application of the Environmental and Social Management Plans (ESMPs).
2. Prepare quarterly regular monitoring reports, as indicated in the ESCP, on the environmental, social, health and safety (ESHS) performance of the Project; on the implementation of the ESCP; and on the status of preparation and implementation of ESS documents required under the ESCP.
3. Develop Environment, Social, Health and Safety (ESHS) measures for bidding and procurement documents, including measures to mitigate the spread of infectious diseases, for project activities to the relevant ESMPs. Support with monitoring to ensure that the consultants/contractors comply with the ESHS specifications of their respective contracts and that the ESMPs is included in the bidding documents for contractors for works.
4. Provide inputs on environmental and social issues so that all terms of reference for studies, capacity building, training and any technical assistance activities carried out under the Project duly incorporate and take into consideration the requirements of the Environmental and Social Standards of the World Bank and the provisions of the ESCP and ESMPs.
5. Provide orientation to contractors and workers on the application of ESMPs, Code of Conduct, Occupational Health and Safety Guidelines, and Labor Management Procedures, and supervise their compliance.
6. Work closely with BPI to ensure that environmental aspects of activities under their control are understood, taken into account through ESMPs and ESCP and implemented.

7. In collaboration with the Social Specialist, and as indicated in the ESCP, prepare and/or support subprojects/contractors with reports on incidents or accidents and propose measures to prevent their recurrence.
8. Prepare necessary documents, such as environmental guidelines and tools, and help the client in commissioning and managing additional and/or special studies/assessments, as necessary.
9. Assist the project team in preparing the technical aspects of reports relevant to civil works.
10. Work closely with the Social Specialist and support preparation and/or updating of management plans such as the LMP.
11. Perform any other tasks assigned by the Project Manager consistent with the project's objectives and expected results.

Outputs/deliverables

1. Environmental and Social Management Plans (ESMPs) for the various civil works activities.
2. Outreach and stakeholder engagement on specific ESMP activities to be followed by contractors and users.
3. Training/orientation on environmental standards (environmental awareness, orientation and training) targeting key stakeholders and contractors and line agencies.
4. Verification of contractor ESHS performance by random checks in the field where supervision consultants are in place, and by routine supervision where supervision consultants are not in place.
5. Participation in weekly or monthly site meetings and coordination with the construction contractors.
6. Review of supervision contractors reports and ensuring that environmental health and safety matters are included in the reports.
7. Technical progress and assessment reports on a quarterly basis that consolidate the Environmental and Social Performance of the project and as inputs to the project's quarterly report. It will cover the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to, the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and others.

5. Qualifications and Experience

Prospective candidates should have at minimum the following qualifications:

1. Bachelor's Degree or higher in relevant discipline (e.g., Environmental Engineering, Environmental Studies, Environmental Management, Natural Resources Management, or other related discipline)
2. At least five years of experience on preparation and supervision of implementation of an Environmental Impact Assessment for infrastructure projects
3. Demonstrated experience working on projects that have applied the operational Environmental and Social Standards and/or Policies of the World Bank, or experience applying similar policies in other organizations
4. Experience in the preparation of ESMPs, EIAs, and/or other environmental risk management instruments like those required by the World Bank
5. Experience facilitating workshops and training
6. Ability to work in teams and communicate effectively and demonstrated resourcefulness and initiative.
7. Fluency in English with excellent oral and writing communication skills as well as report writing

6. Reporting Requirements

The Environmental Specialist will be required to submit the following reports:

- Environmental and Social Monthly reports
- Training plan and reports for training executed
- Biannual reports that consolidate the E&S performance of the Project and as inputs to the project's biannual report. The inputs for the biannual report will include, but not be limited to, the implementation of the ESCP, SEP, LMP, ESA, ESMP, as well as stakeholder engagement activities, functioning of the GRM and citizen engagement.

7. Contract Duration

The contract will be two (2) years in the first instance and would be subject to extension until the end of the project based on satisfactory performance.

8. Remuneration

Remuneration will be commensurate with qualifications and experience.

9. Performance Evaluation

The Environmental Specialist will be subject to evaluation of performance based on the Performance Indicators listed in Annex 2.

ANNEX 1 – PROJECT DESCRIPTION

The Beryl Emergency Response and Recovery Project is composed of four components:

Component 1: Immediate Recovery from a Hurricane (\$43.5 million). This component will finance key recovery activities for the affected sectors and will have three sub-components as described below:

Sub-Component 1.1: Recovery of the Fisheries Sector (US\$28.5 million).

Financial assistance to repair and replace fishing vessels affected by Hurricane Beryl and propose a mechanism to compensate fisherfolks in the future (US\$10.55 million): The project will provide financial assistance to fisherfolk and related industry members impacted by the hurricane to repair or replace damaged fishing vessels and equipment. The financial support will have two windows: (1) grants to boat owners (up to US\$15,000) for 25 percent of the cost for repairs and (2) a combination of grants and loans for replacement of boats destroyed in the hurricane. The second window will be executed by a fiduciary agent. In addition, a concept for future sustainable support to fisherfolk affected by disasters, including insurance schemes, will be developed.

Rehabilitation of the marina and its coastal protection, as well as rehabilitation of landing facilities (US\$17.95 million): Rehabilitation of the Barbados Fisheries Marina, upgrading landing facilities, rehabilitating or building new coastal protection structures for priority landing sites, repair of fish markets at Oistins and Paynes Bay, and purchase of fish aggregating devices.

Sub-Component 1.2: Repair and rehabilitation of the Port (US\$7.5 million).

1. Activities include immediate debris clearance and small civil engineering works to ensure the structural integrity of the port facilities.

Sub-Component 1.3: Coastal protection and rehabilitation of landing facilities for fisherfolk (US\$7.5 million).

1. Six Men's Bay: Rehabilitation of the landing facility and coastal protection measures.
2. Paynes Bay: Coastal protection works for the road and rehabilitation of the beach area.

Component 2: Strengthening resilience for future events (US\$5.5 million). This component will finance activities to increase the resilience of Barbados by focusing on strengthening preparedness and response capacity of the National Emergency Management System (NEMS), as well as planning for resilient infrastructure for NEMS and BPI. This component will have two sub-components:

Sub-Component 2.1: Strengthening the Emergency Management Services (US\$1.75 million)

Activities under this sub-component aim to strengthen the preparedness and response capacity of the Department of Emergency Management, and include:

1. Improvement of the DEM management information system;
2. Resource enhancement and capacity building at the national and sub-national levels to enhance preparedness and response capacity, including of the District Emergency Organizations (DEOs) at local level;
3. Implementation of priority recommendations from the recently concluded National Disaster Preparedness Baseline Assessment and the ongoing Comprehensive Disaster Management Assessment;
4. Development of a national emergency shelter strategy and associated management guidelines.

Sub-Component 2.2: Studies and Support for the Port and Fisheries Infrastructure Resilience (US\$3.75 million)

Activities under this sub-component aim to build resilience to climate change and future catastrophic events of key infrastructure for the Bridgetown Port and the fisheries sector, as well as to foster economic development in the decades to come. Informed by the Government's Vision Plan 2075 and the 2023 Port Masterplan, activities will develop climate-resilient feasibility studies and designs for a new fisheries port and development of the Bridgetown Port, which will include climate-smart and Build Back Better considerations. Activities include feasibility and/or market studies for a:

1. Transshipment hub connecting Latin America and Africa
2. Dry-dock facility
3. Enhancing local boat building and repair capacities
4. New fisheries port

Component 3: Contingent Emergency Response Component (CERC). A zero-dollar component will allow the Government to reallocate uncommitted funds from other components for immediate use during an eligible emergency.

Component 4: Project management (US\$5 million). Funds for project management, including hiring of experts/consultants on procurement, financial management, environmental and social standards, monitoring and evaluation, and communication, as well as audits and other incremental operating costs per World Bank regulations.

ANNEX 2 –PERFORMANCE INDICATORS
ENVIRONMENTAL SPECIALIST

	Performance metric	Complied ¹	Rating ²
1. Compliance with E&S standards and commitments			
1.1.	Screened E&S risks and impacts of site-specific subproject		
1.2.	In coordination with other PIU staff and relevant stakeholders, developed an ESMP for site-specific subproject.		
1.3.	Led consultations with relevant stakeholders on the ESMP for site-specific subproject.		
1.4.	Summary of stakeholder consultations and feedback was integrated into ESMP for site-specific subproject.		
1.5.	Disclosed ESMP for site-specific subproject within a week of WB no Objection.		
1.6.	Provided ESHS input for bidding and contracting documents.		
1.7	Coordinated with subcontractors to communicate ESHS requirements, requested and obtained regular reports on compliance.		
1.8.	Undertook regular site-specific E&S monitoring of subprojects to verify contractor performance.		
1.9.	Provided contributions to the regular quarterly and annual progress reports on projects' implementation within a week of being requested those inputs by the Project Coordinator.		
1.10	Prepared and submitted monthly reports on time		
2. Stakeholder engagement and consultations			
2.1.	Led consultations with relevant stakeholders on non-infrastructure activities of the project.		
2.2.	Monitored and reported on stakeholder engagement and community outreach		
2.3.	Reported on citizen engagement indicators to be included in regular semi-annual and annual reports within a week of being requested those inputs by the Project Coordinator		
3. Strengthening of E&S capacity			
3.1	Provided at least once a year a basic awareness raising and training workshop on E&S issues and compliance with participation of PECU staff, other interested Government staff and potential beneficiaries.		

¹ Yes, No or N/A

² 5 - Outstanding, 4 – Good, 3 – Satisfactory, 2 – Moderately Satisfactory, 1 - Unsatisfactory