

**BARBADOS**  
**Beryl Emergency Response and Recovery Project**

**Terms of Reference**  
**PROJECT ENGINEER**

**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 Project Engineer (PE) is a contracted full-time position working on site at the PECU office in MENB and in the field to provide technical support on coastal engineering and related aspects. The PE will report to the Project Manager and be responsible for managing the Project’s coastal intervention activities. The PE will liaise with the World Bank project team and work closely with the Government of Barbados and contractors to ensure that the project activities are conducted according to the Government of Barbados standards and World Bank requirements.

**3. Duties and responsibilities**

The PE will be responsible for providing support to the PECU and the Government of Barbados in all technical matters relating to planning, design, and implementation of the civil engineering works under the Project’s coastal interventions, including: (i) understanding the technical content, specific goals and constraints of planned coastal interventions; (ii) assessing the overall conditions of contract management and project implementation, recommending procedures or corrective actions; and (iii) implementing any approved recommendations or instructions from the World Bank technical team and/or Project Manager. Specifically, the PE will:

1. Provide technical support to project preparation, including providing technical inputs on project preparation and activities, with a particular focus on areas related to coastal management and ports.

2. Support engagement with Government and other partner agencies as needed. Main government agencies to engage with will include the Coastal Zone Management Unit (CZMU) and the Barbados Port Inc (BPI).
3. Prepare the technical part of terms of reference, expressions of interest and requests for proposals, including Environmental, Social, Health and Safety (ESHS) aspects.
4. Contribute to technical evaluation of expressions of interest and proposals received.
5. Make daily/weekly site visits with the client agencies as needed, reviewing the quality of work, material, laboratory results and monthly progress reports, including ESHS aspects, and make recommendations to the Project Manager on the overall achievement of the project progress and quality of work.
6. Advise client agencies on the overall performance of civil engineering contractors and supervision consultants and make recommendations to ensure successful execution of the works.
7. Ensure that the coastal contractor work is in compliance with environmental best practices, the Environmental and Social Management Framework (ESMF) for the project, and the Environmental and Social Management Plans (ESMPs) for the various civil works.
8. Provide support to client agencies in the planning and supervision of civil works where there is no justification for engaging full-time engineering design and supervision consultants. Coordinate with the environmental and social specialists and other relevant project specialists to ensure that Environmental and Social Framework (ESF) requirements are considered during the planning and supervision of works.
9. Make contributions to the technical aspects of the Project Procurement Strategy Document (PPSD) and the procurement plan, including advising on which infrastructure activities would require support from the local or international consultants and contractors.
10. Provide support in preparing and reviewing procurement documents primarily for civil works (including works requirements, bill of quantities, and technical specifications) and related goods (including datasheet and delivery schedules), consistent with the standard procurement documents. Coordinate with the environmental and social specialists and other relevant project specialists to ensure that procurement documents duly incorporate the requirements of the ESF.
11. Provide support in the preparation of bid evaluation reports, participate in contract negotiations and make recommendations for contract award to the most advantageous bidder as per the procurement procedures of the funding agencies.
12. Provide support in contract management, including preparing the quality assurance plans, participating in site meetings, sensitizing contractors on the provisions of the ESMF and ESMP, reviewing the quality of works, and making recommendations in certification of payments.
13. Provide inputs and support in preparing the project implementation completion reports.
14. Respond to other requests regarding implementing the portfolio of projects as required.

#### **4. Qualifications and Experience**

Prospective candidates should have at minimum the following qualifications:

1. A master's degree or equivalent in a civil engineering discipline, construction management, or a related subject, with a minimum of 3 years of experience in the management and implementation of coastal civil engineering projects<sup>1</sup>; OR

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<sup>1</sup> Includes coastal defenses such as revetments, groynes, breakwaters and seawalls or other works to minimize coastal erosion and flooding, as well as non hard solutions such as beach nourishments or Nature-Based Solutions. Knowledge of ports and marinas is also desired.

2. A bachelor's degree in civil engineering project management, construction management or a related subject, with and a minimum of 5 years of suitable experience in the planning, design, construction management and supervision of coastal civil engineering projects.

AND

3. Experience with programs or project portfolios of multilateral or bilateral institutions (e.g. The World Bank, InterAmerican Development Bank, Caribbean Development Bank and the European Union).
4. High degree of initiative, flexibility, reliability, and responsiveness to changing demands; capacity for effective multi-tasking, with demonstrated ability of being a self-starter with minimal supervision, and a high capacity to persevere for results.
5. Strong interpersonal and organizational skills.
6. Demonstrated ability to read and understand construction drawings.
7. Strong written and verbal communication skills.
8. Analytical thinker with creative problem-solving skills and attention to detail.
9. Demonstrated proficiency in MS Office Suite.
10. Fluency in English.
11. Demonstrated experience in projects focused in the Eastern Caribbean would be an asset.
12. A formal specialization or an extra degree in coastal sciences would be an advantage.

## **5. Reporting Requirements**

The PE will prepare technical reports highlighting physical and financial progress, quality and timeliness of contractors' deliverables, cash flow requirements, work program, and any other reports when required. The reports will include, but are not limited to, the following:

1. Monthly monitoring reports on the status and recommended solutions to ensure adequate progress of infrastructure activities and comply with ESMF and ESMPs.
2. A comprehensive annual report of works completed.
3. A final comprehensive report of all the works completed.
4. One end of assignment report.

## **6. 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.

## **7. Remuneration**

Remuneration will be commensurate with qualifications and experience.

## **8. Performance Evaluation**

The PE 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 safeguards, monitoring and evaluation, and communication, as well as audits and other incremental operating costs per World Bank regulations.

**ANNEX 2 –PERFORMANCE INDICATORS**  
**PROJECT ENGINEER**

	Performance metric	Complied <sup>2</sup>	Rating <sup>3</sup>
1.1	Prepare technical part of terms of references, requests for expressions of interest and request for proposals.		
1.2	Provide support in the preparation of bid evaluation reports, participate in contract negotiations and make recommendations for contracts award		
1.3	Advise client agencies on the overall performance of civil engineering contractors and supervision consultants and make recommendations to ensure successful execution of the works.		
1.4	Make daily/weekly site visits as needed with the client contractors/consultants, reviewing the quality of work, material, laboratory results and monthly progress reports		
1.5	Provide support to client agencies in the planning and supervision of civil works.		
1.6	Provide support in preparing and reviewing procurement documents primarily for civil works (including works requirements, bill of quantities, and technical specifications) and related goods (including datasheet and delivery schedules),		
1.7	Provide support in contract management, including preparing the quality assurance plans, participating in site meetings, sensitizing contractors on the provisions of the ESMF and ESMP, reviewing the quality of works, and making recommendations in certification of payments.		
1.8	Provide inputs and support to the Project Manager in preparing project implementation status reports		
1.9	Submit on time, monthly monitoring reports on the status of project activities with recommended solutions		
1.10	Submit comprehensive annual reports of works completed		
1.11	Submit one final comprehensive report of all the works completed		

<sup>2</sup> Yes, No or N/A

<sup>3</sup> 5 - Outstanding, 4 – Good, 3 – Satisfactory, 2 – Moderately Satisfactory, 1 - Unsatisfactory