

TERMS OF REFERENCE

For Consulting Services (Individual Consultant)

“Environmental and Occupational Health and Safety Specialist”

Procurement No. MOES-IC-17-OHS

Ukraine Improving Higher Education for Results Project

World Bank Loan No. 9238-UA

I. BACKGROUND

Ukraine and the International Bank for Reconstruction and Development (IBRD; the Bank; the World Bank) have signed the Loan Agreement No. 9238-UA in the amount of US\$200 million for the Project ‘Ukraine: Improving Higher Education for Results’ (hereinafter referred to as the Project). The Project is implemented in Ukraine by the Ministry of Education and Science of Ukraine (MoES) with support of the World Bank Group. The Project implementation period is 2021-2026.

The Project Development Objective (PDO) is to improve efficiency, conditions for quality, and transparency in the higher education system of Ukraine.

The Project includes six components:

- ▣ Part 1: Sector-Wide Improvements to Governance, Financing, Quality, and Transparency;
- ▣ Part 2: Alliances/Partnerships for Improved Efficiency and Quality;
- ▣ Part 3: Capacity Building and Education Environment Enhancement;
- ▣ Part 4: Project Management, Monitoring & Evaluation;
- ▣ Part 5: Support to Academic Scholarships under MOES and Social Scholarships under MOSP for Higher Education Students;
- ▣ Part 6: Contingent Emergency Response (CERC).

The Project supports two categories of expenditures: (i) investments in goods, works, and services, for which disbursements are made against eligible expenditures; and (ii) Remittance to the Budget upon defined performance-based conditions, for which disbursements are also made against eligible expenditures conditional on the achievement of certain results, as defined in the Loan Agreement and Project Operational Manual.

As a requirement of the Loan Agreement, MoES established a Project Implementation Unit (PIU) to conduct day-to-day Project management and coordination in disbursement, procurement, financial management, compliance with environmental and social standards, reporting and other Project-related activities. In order to ensure efficient implementation of the Project, MoES shall engage individual consultants for the PIU.

More detailed information is given at the link

<https://projects.worldbank.org/en/projects-operations/project-detail/P171050>

Environmental and Social Framework

The Environmental and Social Framework (ESF) became effective on October 1, 2018 and applies to all Investment Policy Financing (IPF) projects initiated after this date. It makes important advances in areas such as labor, non-discrimination, climate change mitigation and adaptation, biodiversity, community health and safety, and stakeholder engagement – including expanding the role of public participation and grievance mechanisms. The ESF enhances commitment to sustainable development through ten Environmental and Social Standards (ESS) that are designed to support Borrowers’ environmental and social (E&S) risk management. The ESF uses a risk-based approach that applies

increased oversight and resources to complex projects and promotes increased responsiveness to changes in project circumstances through adaptive risk management and stakeholder engagement.

The ESF enables Borrowers to better manage project risks as well as improve environmental and social performance, consistent with good international practices. It has provided scope for Borrowers to be innovative and has helped prompt dialogue on specific E&S risks relevant to their own national development agendas. Project has prepared an Environmental and Social Commitment Plan (ESCP) and a Stakeholder Engagement Plan (SEP), which describe measures to disclose and consult on the Project activities and describe procedures for grievance handling. A GRM will be readily accessible to all project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The Project will prepare an Environmental and Social Management Framework (ESMF), including Labor Management Procedures and template ESMP, for management of possible minor civil works (to be adapted in the event of CERC activation). The Project will review and rely on PFIs' Environmental and Social Management Systems (ESMS) to screen for risks associated with issuing loans for production.

To implement the ESF, the Ministry of Education and Science of Ukraine will hire an Environmental Specialist with deep expertise on Occupational Health and Safety issues for the PIU. This specialist will work closely together and collaborate with the PIU to be responsible for screening, assessing, and managing the impacts associated with project implementation.

The Consultant will be contracted through competitive selection in line with the World Bank's Procurement Regulations for IPF Borrowers, Nov 2020. This Terms of References defines the purpose, Scope and duration of consulting services and qualification requirements for the Consultant.

II. OBJECTIVE

Environmental and Occupational Health and Safety Specialist (hereinafter – Consultant) shall make arrangements to: i) establish effective communication between the Client, Projects management units ii) ensure compliance with the environmental standards and Occupational Health and Safety requirements under ESF (Environmental and Social Framework of the World Bank) during Project implementation, iii) ensure monitoring of the implementation of IBRD ESF standards during Project implementation.

III. SCOPE OF SERVICES

The Consultant will be responsible the tasks which include but not limited to:

- implementation an Environmental and Social Management Framework (ESMF) and other ES and OHS guidelines (EHSGs) provisions;
- coordination MOES PIU in preparation, disclosure and implementation relevant site specific instruments as indicated by the Project ESMF and WB ESSs requirements;
- prepare regular monitoring reports on the impact on the environment as a result of the implementation of the Project, including the implementation of the ESCP, the state of preparation and implementation of environmental protection tools provided for in the ESCP;
- Client supporting in performing all procedures and E&S instruments described in ESMF for the Project including but not limited (i) E&S impacts and potential OHS risks identification and development and implementation of appropriate mitigation measures for Project activities; (ii) Implement OHS management systems across all project activities; (iii) participation in preparation of additional site-specific E&S plans (an Environmental and Social

Management Plan (ESMP)); (iv) waste management Plans, Emergency Response Plans, etc. as relevant; (v) implementation of monitoring measures to ensure the Project compliance with WB E&S Standards; Monitor and report on the OHS performance of project activities.

- participation in the development and implementation of the personnel training plan on OHS protocols for project staff, contractors, and stakeholders before the start of work on the Project;
- Facilitation stakeholder consultations and ensure effective communication and engagement with all relevant Project stakeholders, including vulnerable groups;
- development and implementation of monitoring plans to ensure compliance with ESMPs and OHS standards;
- providing reports on the review of environmental impacts associated with the Project and recommendations for their prevention in the future;
- participation in the preparation of Quarterly, Interim and Final Project Completion reports required by the Loan Agreement, as well as other Project reports as required by MOES;
- participating in Project Operational manual preparation in terms of implementing of ESS requirements and procedures;
- Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate;
- performing other assignments and facilitating the activities and objectives of the Project in accordance with the requirements of the MOES
- fulfilling other tasks and contributing to the Project activities and objectives as required by MoES, Project Coordinator and Project Manager – Lead of the group of consultants..

IV. IMPLEMENTATION ARRANGEMENTS AND REPORTING

The Consultant will report to Project Coordinator(s) and Project Manager - Lead of group of consultants. The Consultant shall submit monthly reports in hard copy. The reports shall include description of services provided by the Consultant during the reporting period.

V. PROVIDED RESOURCES

MoES must provide the Consultant with information necessary to carry out his/her assignment, in a timely manner. MoES can provide the Consultant with a workplace, including necessary equipment to carry out his/her functions (e.g. PC, communications and office equipment).

VI. QUALIFICATION REQUIREMENTS

Minimum requirements (mandatory)

- Advanced degree (Masters or Doctorate) in environmental or natural sciences, engineering, or other relevant field.

- A minimum of five (5) years of professional experience in environmental management and OHS in development projects, with a strong preference for experience with World Bank or other international financing institutions;
- Operational experience during different development stages of complex projects, with hands on experience in OHS program design and management, and the interface with procurement and project management.
- Detailed knowledge of the OHS national system of legislation and the Bank OHS regulations and standards.
- Proven experience in conducting environmental and social impact assessments and developing ESMPs and managing OHS risks and implementing OHS management systems.
- Fluent English, and Ukrainian language, including knowledge of EHSGs terminology relating to the Project.
- Experience in conducting public events (round tables, public hearings, trainings) all over Ukraine.

Desirable qualifications and competencies which may provide the advantage

- Knowledge of World bank ESF is an advance.
- Ability to work collaboratively with diverse teams and stakeholders.
- Strong communication skills with both government partners and communities.

VII. PERIOD AND LOCATION OF EMPLOYMENT

The Consultant shall provide his/her services until December 31, 2026 with 3 months' probation period. MOES will conduct annual performance reviews and adjust contract if performance is unsatisfactory or if other conditions warrant this.

The Consultant is expected to provide services on a full-time basis.

Services are planned to be provided in Kyiv, Ukraine. The Consultant may be required to travel to other regions of Ukraine to support project implementation. The consultant can provide services remotely, but at the Customer's request, must provide services at the Customer's premises.

The terms of the contract and the work schedule are subject to negotiation.

VIII. APPLICATION PACKAGE

Interested persons should submit their CVs in Ukrainian and English at the following email address: oleksandr.radchenko@uiherp.org Cc: serhiy.artemenko@uiherp.org indicating the email's subject: "MOES-IC-17-OHS: Environmental and Occupational Health and Safety Specialist: [NAME]".

The deadline for submission of applications is 1:00 pm Kyiv time September 16, 2024.

If the Consultant fails to provide CVs in both languages, the Client reserves the right to reject the Consultant's application.