



Government of the Federated States of Micronesia
Department of Finance & Administration
P.O Box PS158 Palikir, Pohnpei FM 96941

**REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)**

FSM Nationals Only

**FEDERATED STATES OF MICRONESIA
DIGITAL FSM PROJECT (P170718)**

Grant No.: IDA-D5560

Assignment Title: Social Safeguards Officer

Reference No.: FM-DOFA-427882-CS-INDV

Estimated Salary: \$30,000.00 Maximum depending upon qualifications

The FSM National Government through the Department of Finance and Administration has received financing from the World Bank toward the cost of the Digital FSM Project (P170718) and intends to apply part of the proceeds for consulting services.

The GoFSM is seeking a motivated candidate for the position of Social Safeguard and Gender Officer (SSGO). The Officer will closely work with the Central Implementation Unit (Unit) in particular the CIU international Social Safeguard Specialist, and the Project Implementation Units (PIUs) to support the successful implementation of social risk management instruments and gender requirements for WB portfolio in FSM. While some experience is useful, the CIU is looking to engage someone who is passionate about environmental and social issues; would like to engage with international organizations such as the World Bank; who wants to travel in FSM to support project implementation; and who wants to learn more about environmental and social risk management.

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites and can also be obtained from the email address listed below: <https://dofa.gov.fm/vacancies>, and is also attached to this Request for Expression of Interest.

The Department of Finance and Administration now invites interested individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (**Provide Cover Letter and attach Resume/curriculum vitae (CV) with description of experience in similar assignments, provide at least two (2) reference emails, etc.**). The criteria for selecting the Consultant are:

Mandatory criteria

- Associate’s Degree in Social Science or similar subject.
- Strong interest in working in the environmental and social sector, and a willingness to learn.
- At least 3 years working experience in government, private or NGO sectors
- Experience in organizing stakeholder meetings, community mobilization and engagement
- Competency in using Microsoft application (MS word, power point, excel etc)
- Fluency in English and local (FSM) languages

Desirable criteria

- Bachelor Degree (preferred) in social science or similar subject.
- Knowledge of FSM national and /or state law, policies and regulation and familiarity with WB Environment and Social Framework.
- Knowledge of World Bank Environment and Social Framework and Gender aspects in infrastructure development.
- Understanding of the gender considerations in the context of infrastructure projects
- Experienced working in multicultural environments with multi-disciplinary teams and different professionals.

The attention of interested Consultants is drawn to paragraph 3.14, 3.16 and 3.17 of the **World Bank’s Procurement Regulations for IPF Borrowers Fifth Edition, September 2023** (“the Regulations”), setting forth the World Bank’s policy on conflict of interest.

Further information can be obtained at the address below during office hours **0800 to 1700 hours**.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) on or before **5:00 p.m. Friday, November 29th, 2024**.

FSM Department of Finance and Administration
Attn: Kwame Shiroya
P.O. Box PS-158

Palikir, Pohnpei, FM 96941

Tel: (691-320-2639

email: kwame.shiroya@dofa.gov.fm And CC: ciu.dofa@gov.fm

Attachment 1: Terms of Reference

The Government of Federated States of Micronesia (GoFSM) is receiving financing from the World Bank (WB) for the implementation of eight (8) projects across a number of sectors including Fisheries, ICT, Transport, Energy, Maritime, and Finance, and this portfolio of WB-funded projects is expected to increase in the future. The GoFSM is required to prepare and implement these projects in compliance with World Bank Environment and Social Framework (ESF) or Safeguards policies, gender requirements, and in compliance with FSM national and local regulatory frameworks.

The GoFSM is seeking a motivated candidate for the position of Social Safeguard and Gender Officer (SSGO). The Officer will closely work with the Central Implementation Unit (Unit) in particular the CIU international Social Safeguard Specialist, and the Project Implementation Units (PIUs) to support the successful implementation of social risk management instruments and gender requirements for WB portfolio in FSM. While some experience is useful, the CIU are looking to engage someone who is passionate about environmental and social issues; would like to engage with international organizations such as the World Bank; who wants to travel in FSM to support project implementation; and who wants to learn more about environmental and social risk management.

The Officer is expected to support the CIU in a range of activities which will evolve over time and depend on the types of projects being developed by the FSM Government. An outline of activities is included below. Candidates are not expected to have experience in all areas below, on the job support and training will be provided.

- Provide support for the completion of project E&S risk screenings for social aspects, and propose social risk categorization
- Provide support for the coordination and facilitation of stakeholder meetings including with state government and private sector, and engagements with communities including beneficiaries and affected persons and community organizations; ensure that local protocols, including cultural and traditional considerations, are incorporated into meetings and engagements such that engagements are conducted in accordance with local practices
- Provide analytical support in applying national legislation, regulations and policy to the assessment and management of social risks
- Document meeting and prepare meeting minutes following stakeholder engagements

- Coordinate with project teams to organize and participate in project-related site visits, take photos of the site, monitor contractor performance in complying with social risk requirements, works and complete site visit checklists
- Support the resolution of projects grievances, following the relevant project grievance redress mechanism and, maintain records (Grievance Log) for grievances received and resolved
- Support resolution of grievances received in relation to sexual exploitation and abuse and sexual harassment (SEA/SH), and coordinate with state's authorities and community-based organizations regarding the referral of grievances related to SEA/SH and maintain records;
- Identify social risks and impacts during project implementation and escalate as required to Social Safeguards Specialist, CIU Project Manager and PIU-Project Manager
- Provide training on the operation of project's grievance redress mechanism (GRM)
- Identify community-based women organizations and collaborate with them to implement gender activities and action plans, and undertake the same for and organizations that represent disadvantaged or vulnerable groups including persons with disabilities
- Coordinate with and support PIUs to implement project-specific gender activities and requirements
- Lead the preparation of E&S instruments for Low-risk projects, coordinating with the CIU International Environmental Specialist for environmental inputs
- Support the Social Safeguards Specialist to prepare and finalize the environmental and social instruments for Moderate, Substantial and High-risk projects, and in coordination with external consultants where engaged for E&S instrument preparation
- Provide inputs into project social risk management reporting, including coordinating with the Social Safeguards Specialist to update the portfolio social risk table
- Coordinate with national and state governments and related authorities for obtaining information required for completing land due diligence and land access requirements;
- Support the Social Safeguards Specialist in ensuring PIU implementation of instruments and plans including: Resettlement Plans and complete Land Due Diligence Reports Stakeholder Engagement Plans; Environmental and Social Commitment Plans, and Environment and Social Management Plans
- Participate in project meetings as relevant and WB missions and visits as required
- Participate and support training and capacity building activities with WB counterparts
- In collaboration with the CIU Communication Specialist and CIU Environmental and Social Safeguard Specialists, contribute information dissemination and knowledge building relating to social risk management issues, practices and policies
- Liaise with World Bank task teams primarily the Social Development Specialists as relevant

- Work collaboratively with the CIU team, including the CIU Project Manager, Environmental and Social Specialists and Communications Specialist, as well as PIU Project Managers and PIU E&S officers to carry out the above activities.
- Participate in field mission, monitoring visits in the states within FSM.

Following criteria will be adopted for selection process.

Mandatory criteria

- Associate’s Degree in Social Science or similar subject.
- Strong interest in working in the environmental and social sector, and a willingness to learn.
- At least 3 years working experience in government, private or NGO sectors
- Experience in organizing stakeholder meetings, community mobilization and engagement
- Competency in using Microsoft application (MS word, power point, excel etc)
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Desirable criteria

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- Knowledge of FSM national and /or state law, policies and regulation and familiarity with WB Environment and Social Framework.
- Knowledge of World Bank Environment and Social Framework and Gender aspects in infrastructure development.
- Understanding of the gender considerations in the context of infrastructure projects
- Experienced working in multicultural environments with multi-disciplinary teams and different professionals.

Institutional And Organization Arrangements

The Social Safeguard Officer will be located full time in Palikir, Pohnpei State and perform his/her duties in the FSM, and will report to the CIU Program Manager.

Travel within FSM will be required.

The expected contract duration is 12 months; extension of this position may be considered and will be dependent upon satisfactory performance and availability of funding.

The Government of the FSM will provide office space, general office supplies and office equipment.