

**REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)
FSM Nationals only**

Country: FEDERATED STATES OF MICRONESIA

Name of Project: Access and Renewable Increase for Sustainable Energy (ARISE) (P181253)

Assignment Title: ARISE Environmental and Social Officer

Reference No. FM-DORD-504036-CS-INDV

The Government of the Federated States of Micronesia (FSM) has applied for financing from the World Bank toward the cost of the Access and Renewable Increase for Sustainable Energy Project (ARISE), and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) encompass the implementation of environmental and social requirements for the FSM SEDAP and ARISE projects, to be carried out under the designated project implementing entity, in full compliance with the environmental and social safeguard standards of the FSM Government and the World Bank. To support the implementation of the ARISE project, and implementation of ongoing subprojects under SEDAP Project, DoRD PIU is strengthening its capacity in core cross cutting functions including financial management, environmental and social risk management, and procurement. To this end the PIU is seeking to engage an Environmental and Social Officer to work with the project team, with technical guidance and supervision from CIU environmental and social specialists.

The E&S Officer will liaise and work with the ARISE Project Manager, CIU Safeguards team, Department of Resources and Development (DoRD), and State Utility staff on environmental and social safeguard requirements of the project. The E&S Officer will assist in ensuring proper environmental and social risk management under ARISE are conducted in accordance with the provisions in the legal agreement between the World Bank and the FSM Government.

The Environmental and Social Officer will work under the overall direction of the ARISE Project Manager with technical guidance and supervision from CIU environmental and social specialists.

The Department of Resources and Development, now invites eligible 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 (attach curriculum vitae/Resume with description of experience in similar assignments, similar conditions, etc.).

The criteria for selecting the Consultant are:

Mandatory

- A minimum of an Associate Diploma in Sociology, Community Development, Social Science, Environment Science or similar subject from a recognized accredited institution.

- Experience in coordinating, organizing and delivering workshops/ meeting, and community mobilization.
- Minimum six (6) months of working experience in Government, Private Sector, a Project financed by Donor or a NGOs within the FSM.
- Demonstrated ability to work in a job that requires record- keeping and teamwork.
- Good report writing skills, with the ability to work independently.
- Fluency in written and spoken English.

Desired

- One year of working experience in the Environment and Social sector with National or State Government, NGOs or a Project financed by World Bank.
- Knowledge of environment and social legislation, regulatory and or institutional arrangements in FSM.
- Good writing and analytical skills
- Capability of working independently.
- Fluency in one or more local languages.

The attention of interested Consultants (including firms) 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.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail or by e-mail) by 5:00 pm Pohnpei Time, October 24, 2025.

Department of Resources and Development

Attn: Rodney Sultani, ARISE Project Manager

P.O. Box PS 12 Palikir, Pohnpei, FM 96941

Tel: (691) 320-5133

E-mail: rodney.sultani@rd.gov.fm

And cc: fsm.arise@gov.fm

TERMS OF REFERENCE
ENVIRONMENTAL AND SOCIAL (E&S) OFFICER
For FSM Nationals Only

1. Background

Government of Micronesia requested World Bank to finance to increase reliable energy services in four states of the country. The project is expected to contribute to the Government of FSM energy sector goals by expanding (providing new or improved) access to electricity service, increasing renewable energy generation, and enhancing capacity of energy related entities.

The Department of Resource and Development (DoRD) and the Project implementation unit (PIU) are currently implementing the World Bank (WB) funded Sustainable Energy Development and Access Project (SEDAP) to increase access in renewable energy generation, transmission and distribution. The Project will fund construction of mini grids, rehabilitation (including resilience enhancement) of distribution networks, integration of solar PV systems, technical assistance, and capacity strengthening, including a follow-on Access and Renewable Increase for Sustainable Energy (ARISE) project. The ARISE project development objective is to increase access to electricity, improve the reliability of electricity service, and increase renewable energy generation in targeted project areas.

To support the implementation of the ARISE project, and implementation of ongoing subprojects under SEDAP Project, DoRD PIU is strengthening its capacity in core cross cutting functions including financial management, environmental and social risk management, and procurement. To this end the PIU is seeking to engage an Environmental and Social Officer to work with the project team, with technical guidance and supervision from CIU environmental and social specialists.

2. Implementing Agency

The PIU is responsible for implementation of ARISE and SEDAP in accordance with guidelines and regulations as well as the annual work plan and budgets. The PIU will undertake key tasks including project planning, coordination, financial management, procurement and contract management, environmental and social risk management, construction supervision and monitoring and reporting throughout the project implementation period. The position will be based at the PIU.

3. Purpose of Assignment

The Project Implementation Unit requires a dedicated Environmental and Social (E&S) Officer to support the PIU to implement the environmental and social requirements of the FSM SEDAP and ARISE projects. The officer will be placed within PIU under the Department of Resource and

Development (DoRD), will closely work with other PIU staff, and report directly to the SEDAP/ARISE project manager and seek technical guidance and supervision of Environment and Social safeguard (E&S) Specialists based in the Central Implementation Unit (CIU) under the Department of Finance and Administration (DoFA).

4. Scope of Services

The overall responsibilities of the PIU E&S Officer include but are not limited to the following activities related to ARISE and SEDAP (all under the technical supervision of the CIU E&S specialists) team and general supervision of DoRD and the PIU ARISE Project Manager:

- Promote community participation in the process of planning and monitoring of environmental/ social impacts.
- Coordinate, facilitate, and where appropriate participate, in face-to-face stakeholder meetings and document in meeting minutes and draft meeting report.
- With the support of the CIU Safeguards team, ensure that activities under ARISE and SEDAP are undertaken in accordance with all E&S Instruments and documents as prepared, for example the Environmental and Social Commitment Plan (ESCP) for ARISE, and with FSM environment and social regulatory requirements.
- In coordination with CIU Safeguards team, support Project Manager reviewing E&S deliverables submitted by consultant engaged in the project.
- With the support of the CIU Safeguards team, ensure that public complaints relating to ARISE and SEDAP sub-projects implementation are addressed with corrective action and adequately documented.
- Attend site meetings and conduct site visits to monitor implementation of the Environment and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), Labor Management Procedure (LMP) and Contractors Environment and Social Management Plan (CESMP) instruments. Use this information to prepare periodic monitoring reports such as monthly, quarterly and biannual as required.
- With the support of the CIU Safeguards team, identify any additional impacts observed/assessed during site visits that were not captured previously in the ESMP, SEP, CESMP, etc.
- With the support of the CIU Safeguards team, guide and support contractor(s) in implementation of the ESMP, SEP, CESMP and GRM.
- With the support of the CIU Safeguards team, help resolve any disputes/ complaints that may arise in the Project, including grievances, in line with the grievance redress mechanism provided in the SEP, and ensure that these are documented and reported.
- With the support of the CIU Safeguards team, ensure that the Contractors Environment and Social Management Plans (CESMP) are prepared by contractors for civil works in line with E&S instruments prior to contractor mobilizing to site.
- With the support of the CIU Safeguards team, participate in site visits to monitor contractor

performance in accordance to the implementation of the CESMP and draft reports.

- Participate in site visits and World Bank missions and prepare summary of meeting notes.
- With the support of the CIU Safeguards team, ensure that E&S requirements are captured in annual work plan, adequate budget is allocated to perform the planned activities.
- Support the review and preparation of documentation related to the environmental and social performance of the SEDAP for inclusion in the Implementation Completion Report (ICR), expected in 2026. This includes assessing compliance and performance metrics, and contributing to retrospective analyses based on available records and consultations with relevant stakeholders.

5. Reporting Obligations

The deliverables of the Officer will include but not limited to the following:

- Prepare monthly progress report that includes key actions accomplished during the reporting period.
- Prepare summary notes, meeting minutes, attendances of community consultation, workshops, meetings and report to SEDAP/ARISE Project Manager and CIU Safeguards team.

6. Duration of Assignment

The E&S Officer will be recruited for 24 months, with a possible extension subject to performance appraisal. It is anticipated that the E&S Officer will commence by September 2025 on a full-time basis.

The position is based within the Department of Resources and Development in Palikir, Pohnpei with travel to the other States and outer islands as and when required.

7. Performance of the Officer

During the term of engagement, the E&S Officer shall work during office hours (*8:00am to 5:00pm Monday to Friday*), in the ARISE PIU Office and shall diligently and effectively perform required duties to the highest acceptable standard. Extra hours may need to be worked during site visits, construction, and any urgent situations. The Officer will be required to keep timesheets showing inputs and deliverables resulting from each input. In evaluating the consultant's invoices for payment, the PIU will pay particular attention to whether time claimed for each input matches the level and quality of deliverables.

8. Data, services, and facilities to be provided

PIU will provide necessary items related to the project including office space, general office supplies and office equipment. Travel to locations other than Pohnpei (Kosrae, Chuuk, Yap) will be funded by the project as per the government travel policy.

Housing will be provided if applicable as per the government housing policy.

9. Required Skills and Experiences

Evaluation Criteria

CVs of all applicants will be evaluated as follows: all CVs will be scrutinized against the assignment's minimum requirements. The CVs of candidates that meet the minimum requirements will then be scored according to the set scoring criteria. The three candidates with the highest scores will be invited to an interview. The candidate then identified by the interview panel as the most suitable will be invited for contract negotiations. Referees of the selected candidate may be contacted to verify prior experience, performance, and character traits.

10. Qualifications and Experience Required Mandatory

Mandatory

- A minimum of an Associate Diploma in Sociology, Community Development, Social Science, Environment Science or similar subject from a recognized accredited institution.
- Experience in coordinating, organizing and delivering workshops/ meeting, and community mobilization.
- Minimum six (6) months of working experience in Government, Private Sector, a Project financed by Donor or a NGOs within the FSM.
- Demonstrated ability to work in a job that requires record- keeping and teamwork.
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