

## Terms of Reference

### SENIOR ENVIRONMENTAL & SOCIAL SAFEGUARD SPECIALIST

Name of Project: Support to Parcelization of Lands for Individual Titling (SPLIT) Project  
Project Duration: 09 October 2020 – 08 October 2024  
With proposed Restructuring 2024 -2027  
Implementing Agency: Department of Agrarian Reform (DAR)

#### 1. Procurement Summary

- 1.1 Component: Parcelization
- 1.2 Related Major Activity: Validation of ARBs, Stakeholder Engagement, M & E, Capacity Building
- 1.3 Fund Source : Loan Proceeds
- 1.4 Contract Duration : 12 Months Renewable Yearly
- 1.5 Rate per Month : Php 200,000.00
- 1.6 Name of Supervisor: National Project Director
- 1.7 Procurement Unit: CPMO

#### 2. Rationale/ Background

The **Support to Parcelization of Lands for Individual Titling (SPLIT)** is a development Project of the Department of Agrarian Reform (DAR) with the World Bank which aims to improve land tenure security and stabilize property rights of agrarian reform beneficiaries (ARBs) in their CARP-awarded lands through accelerated subdivision of collective CLOAs and generation of individual titles.

Project SPLIT will reinforce the desire of DAR to accelerate its current CCLOA parcelization program by increasing efficiencies through the introduction of digital technology in the parcelization process, streamlining workflows and processes, enhancing stakeholder engagement, and building capabilities of project implementers, including the adoption and implementation of measures to address the environmental and social risks and impacts of the ground activities of the Project.

To assist in the implementation of Environmental and Social Safeguards of the Project, DAR will hire a **Senior Environmental and Social Safeguard Specialist (Sr.ESSS)** who will be directly reporting to the Deputy National Project Director (DNPD).

He/she shall lead the planning, strategizing, and project implementation of all the Environmental and Social Safeguard Instruments, including Environmental and Social Assessment (ESA), Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Indigenous Peoples Planning Framework

(IPPF), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), and Environmental and Social Commitment Plan (ESCP).

### 3. Scope of Services

***Specific task and responsibilities, include, but not restricted, to the following:***

- a. Report directly to the DNPDP, work together with the DAR-designated ESS Coordinators and ESS technical staff;
- b. Lead in the preparation of a comprehensive action plan and guidelines on the Project implementation of the Environment and Social Safeguard;
- c. Ensure that the ESS functions of the Project are established and adopted. This includes implementation of the ESCP, ESA, ESMF, RPF, IPPF, SEP, and LMP, and the timely updating and revising of instruments throughout the project implementation to align with the policy changes and Project developments;
- d. Prepare and implement a comprehensive orientation and training program, to introduce ESS policies, principles and procedures at all levels of project operation, in close coordination with the DAR-designated Capability Building and Technical Assistance (CBTA) coordinators;
- e. Facilitate and conduct activities related to ESS implementation, including but not limited to ESA, Resettlement Action Plan (RAP), Indigenous Peoples Plan (IP Plan), and National Assessment;
- f. Provide professional support and guidance in the implementation of ESS at the municipal, provincial, regional and national levels, to ensure effective implementation of ESS as needed;
- g. Serve as ESS advisor to other Project sector specialists to ensure coordination between all project components;
- h. Coordinate closely with the Monitoring & Evaluation Specialist & MISS Specialist in the assessment of ESS performance indicators through the development and implementation of a monitoring and feedbacking system on ESS targets and accomplishments in the Regional Project Management Office (RPMO) and Provincial Project Management Office (PPMO). Create a performance grading system in line with the World Bank standards to measure Key Performance Indicators (KPIs) and accomplishments of Regional ESS Specialists;

- i. Provide problem-solving support to Regional ESS Specialists and Field Validation Teams (FVT) in the implementation of ESS requirements and processes;
- j. Coordinate with partner agencies on all aspects related to the implementation of ESS requirements;
- k. Conduct periodic visits to the RPMO as part of the ESS monitoring in line with the ESCP; including but not limited to the ESS Monitoring Forms 1-4;
- l. Prepare and submit timely quarterly progress reports on the implementation of ESS requirements. This includes comprehensive reports concerning the Resettlement Action Plan, Indigenous Peoples Plan, Labor Management Plan, stakeholder engagement, Grievance Redress Mechanism, and other ESS activities.
- m. Organize and spearhead technical meetings with World Bank, partner agencies, and other stakeholders to address ESS implementation issues and bottlenecks; and
- n. Perform other tasks that may be assigned from time to time.

#### **4. Qualification Requirements and Basis for Evaluation**

##### **4.1 Educational Attainment**

- Must be holder of Master's Degree preferably related to Environmental Studies, Environmental Economics, Social Sciences, Development Studies, or related fields. Background in Law is an advantage.

##### **4.2 Work Experience**

- At least eight (8) years operational experience as a team leader, with solid background on environmental and social risk and impact management particularly in environment and natural resources management (land, forest, protected areas), involuntary resettlement and relevant World Bank or other multi-lateral agencies on the implementation of safeguard policies or Government of the Philippines legislations on environmental protection, agrarian reform, and land management;
- Preferably with an additional working experience of five (5) years in environmental and social risk and impact management, preparation of documents, reports and training proposal concerning environment and social safeguards implementation, biodiversity conservation/protection, stakeholder engagement, land titling/management and indigenous people, in various government and foreign-assisted rural development projects.

- With excellent verbal and written skills.


#### 4.3 Training

- Attended at least 50 hours of training on environment and social safeguards- and other related subjects

#### 4.4 Licenses

- Preferably an Environmental Planner holder

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