

Terms of Reference

JUNIOR ENVIRONMENT AND SOCIAL SAFEGUARDS 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 and CCLOAs, Pulong-pulong, M & E, and Capacity Building
- 1.3. Fund Source: Loan Proceeds
- 1.4. Contract Duration: 12 Months renewable yearly
- 1.5. Rate per Month: PHP 140,000.00
- 1.6. Name of Supervisor: Deputy 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 on the ground activities of the Project.

To assist in the implementation of environmental and social safeguards for Project SPLIT, DAR will hire a **Junior Environment and Social Safeguards Specialist (ESSS)** who will be directly reporting to the Senior Environment and Social Safeguards Specialist (SrESSS). He/ She shall assist the Regional and Provincial

ESS Coordinators in the planning, strategizing and proper implementation of all the environment and social safeguard measures as defined in the Project's Environmental and Social Framework Instruments and related instruments¹, Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework, and the Project Operation Manual as it pertains to safeguards.

3. Scope of Services

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

- a. Report directly to the SrESSS and the DAR designated ESS Coordinators;
- b. Assist in the preparation of a comprehensive action plan on the implementation of the environment and social safeguard measures of the Project;
- c. Handle the preparation and implementation of a comprehensive orientation and training program, to introduce safeguard policies, principles, and procedure at all levels of project operation, in close coordination with the DAR designated Capability Building and Technical Assistance (CBTA) Coordinators;
- d. Provide technical support in the preparation and conduct of activities related to social screening and preparation of safeguards documentary requirements based on the WB's Environment and Social Framework;
- e. Development of ESS management measures at the municipal, provincial, regional, and national level, to ensure effective installation and implementation of safeguard and risk mitigation processes of the Project;
- f. Together with the Sr ESSS, closely work with the M&E Specialist in the integration of ESS related performance indicator/s in the Project monitoring system, development of Grievance and Redress Mechanism, and the design and implementation of monitoring and feed backing on ESS action plan implementation and targets;
- g. Provide technical and problem-solving support to ESS Staff in the implementation of safeguard processes;
- h. Assist in the coordinating with partner agencies on all aspects related to smooth safeguards implementation;

¹ These are the Indigenous Peoples Planning Framework, Stakeholder Engagement Plan, Environmental and Social Assessment, Resettlement Policy Framework, and Labor Management Procedures.

- i. Handle the preparation and timely submission of regular progress reports anchored on the different performance indicators measuring the success in the implementation of safeguards requirements concerning environmental, resettlement, indigenous peoples, labor management, stakeholder engagement, gender, grievance redress, and adequate allocation of resources to address safeguard activities;
- j. Conduct periodic visit to the regional and provincial PMO as part of the ESS monitoring and evaluation and preparation of performance reports; and
- k. 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 Bachelors' Degree in Social Sciences, Development Studies, Environmental Studies, Natural Resource Management, or related fields.

4.2 Work Experience

- At least 2 years experience in environmental and social impact / risk assessment and management of rural development projects;
- At least 2 years experience in preparation of documents, reports, and training proposals concerning environment and social safeguards implementation, biodiversity conservation/ protection, stakeholder engagement, land titling/management and indigenous peoples, in various government and foreign-assisted rural development projects.
- With good communication skills

4.3 Training

- Attended at least 30 hours of training on environment and social safeguards and other related social and environmental planning and management.

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