



Government of Saint Lucia

Ministry of Infrastructure, Ports, Transport, Physical Development and Urban Renewal



RENEWABLE ENERGY SECTOR DEVELOPMENT PROJECT

TERMS OF REFERENCE

SOCIAL DEVELOPMENT AND SAFEGUARDS OFFICER

1. Background

The Government of Saint Lucia (GoSL), with the support of the World Bank, is implementing the Renewable Energy Sector Development Project (RESL) (P161316). The RESL is fully consistent with the objectives of the World Bank's Organization of Eastern Caribbean States (OECS) Regional Partnership Strategy (RPS) for the period 2015-2019.

The development objective is to inform the Government of Saint Lucia on the viability of its geothermal resource for power generation and strengthen the enabling environment to scale-up clean energy investments with the private sector.

2. Project Description

The project has two components:

- a) **Component 1: Exploration Drilling Program** : This component will finance the following activities:
- b) **Sub-component 1.1: Exploration Management** : This sub-component will finance the services of an exploration management consultant (EMC) and related ancillary management/planning services. The project will engage the EMC for a period of 24 to 30 months to help procure and oversee the drilling program on behalf of the GoSL. The EMC will carry out day-to-day supervision of civil works and drilling, reporting to the Project Implementation Unit (PIU) Project Manager. The EMC will, *inter alia*: (i) review the findings from the pre-feasibility study prepared under the GRDP and make a final recommendation for the drilling program design; (ii) prepare an Interim Resource Capacity Report summarizing the expected potential capacity of a future geothermal power plant in line with UNFC code; (iii) support the PIU to update and redisclose the project's safeguard documentation based on the final drilling design, as well as obtain any permits required; (iv) provide technical and procurement support to the PIU to prepare the terms of reference (ToRs) for the drilling contractor and infrastructure works, as well as the associated bidding documents; (v) supervise all infrastructure and drilling works; (vi) convene stakeholders to guide the implementation of the drilling program; (vii) conduct well testing; (viii) prepare the final Drilling Report summarizing the results for each well based on the well testing and drilling; (ix) prepare a final Resource Capacity Report based on the findings of the drilling program; and (x) prepare an Interim Feasibility Study on the expected commercial viability of the geothermal resource for power production.¹
- c) **Sub-component 1.2: Exploration Drilling** : This sub-component will finance the drilling rig, integrated drilling services, and civil and infrastructure works for geothermal exploration drilling.
- d) **Sub-component 1.2(a): Drilling program** : This sub-component will procure the services of a drilling contractor to undertake a program of drilling activities comprising three or four slim-holes at a depth of approximately 2,000 meters and confirm the existence and characteristics of geothermal resource. The proposed locations of the drill holes have been identified in the Pre-Feasibility Report, and the final site selection will be completed by the EMC. The drilling contract will provide the EMC with daily drilling reports for each well, including technical

¹ A final Feasibility Study will be prepared once delineation drilling is complete (outside the scope of this Project).

indicators (defined in the Operations Manual, OM). Access to land required to conduct the drilling program, including the cost of any land leasing and/or acquisition, will be borne by the GoSL.

- e) **Sub-component 1.2(b): Drilling infrastructure works:** This sub-component will finance infrastructure works (access roads, well pads, water supply, well testing equipment, etc.) required for the drilling program. The contractor will be required to be on site during the drilling activities to provide site and road maintenance as needed. The infrastructure contractor will also be required to provide and install the major well testing equipment, as detailed in the OM. The scope, location and costs of these investments have been pre-identified in the Pre-Feasibility Report, and the final designs will be prepared by the EMC.
- f) **Component 2: Capacity Building, Technical Assistance, and Market Engagement.** This component will finance the following activities:
- g) **Sub-component 2.1: Project implementation support:** As detailed in the Implementation Arrangements section, the GoSL has established a dedicated PIU in the Department of Infrastructure, Ports and Energy (DIPE) under the Ministry of Infrastructure, Ports, Energy and Labor (MoIPEL). The PIU will provide overall project management and technical inputs on behalf of the GoSL and will be responsible for safeguards, procurement, financial management services, as well as monitoring and evaluation. This sub-component will finance: (i) the costs of PIU staff, and (ii) operational costs related to the establishment and operations of the PIU.
- h) **Subcomponent 2.2: Technical assistance and market engagement.** The project will finance technical assistance, local capacity building, support for preparation of the market conditions for private sector investment in geothermal and other forms of clean energy, and the project's gender integration work (as further detailed in Section F). Planned activities include: (i) improving the legislative and regulatory framework of the energy sector, including facilitating the integration of geothermal energy; (ii) stakeholder consultations, communications and public awareness; (iii) advisory services and market sounding related to the future commercial development of geothermal resources; (iv) capacity building for key stakeholders, including the PIU, DIPE/MoIPEL, and NURC on topics associated with geothermal and renewable energy development; (v) educational, training and employment opportunities for women in the energy sector; and (vi) market studies, analysis, and community education on the potential for direct use applications of geothermal resources, with a focus on those benefiting women. Additional activities may be identified during project implementation.

3. Objective

The objective of the assignment is to engage a Social Development and Safeguards Officer to assist the PIU to ensure that social development issues are properly considered and addressed.,

4. Scope of Services

The Social Development and Safeguards Officer will be responsible for ensuring that the RESDP complies with the World Bank's Safeguards policies throughout the design and implementation of project activities.

Specific Scope of Services

- Ensure the RAP is updated with results of supplementary census surveys and asset/crop inventory
- Lead the RAP implementation activities and liaise with relevant government departments;
- Manage the stakeholder database and the stakeholder consultation processes.
- Review all construction contracts for compliance with the ESMP and other associated plans; including meetings and audits;
- Manage the RESD grievance redress mechanism (GRM) and ensure that all grievances are resolved in a timely and satisfactory manner and communicated back to the people who had expressed their grievance.
- Maintain a record of the minutes of all meetings and consultations and share same with all relevant parties. The Bank and all other agencies will be informed, by email, immediately following each meeting;
- Contribute to the RESD's regular reports to the World Bank, on the implementation of social safeguards measures;
- Report to stakeholders regarding important details on the undertakings, routines, status, project progress and new or corrected information since the last report., actions that the project team has taken based on their feedback. Report frequency will be in accordance with the order set in the SEP. Other urgent requests may come up that were not foreseen in the SEP, which may require additional interactions with beneficiary/affected communities.
- Monitor and report on the project's Citizen Engagement Indicator that is listed in the Project's Results Framework. (in collaboration with the M&E specialist).
- Provide technical support in the preparation and implementation of the Resettlement Action Plan as per OP 4.12
- Prepare monitoring reports related to social risk mitigation and maintain quality records associated with the design and implementation of the safeguards instruments.

It is expected that the Social Development Specialist/Officer will fulfill the above activities by;

- Visiting the project sites
- Participating in meetings with various clients and line ministries, key stakeholders and community members to verify the progress on implementation;
- Working with main implementing agencies to ensure activities are undertaken according to agreed schedule;
- Participating as technical expert in implementation activities

5. Qualification requirements

Minimum Requirements

- At least a Bachelor's degree in Social Sciences, Sociology, Cultural Anthropology, International Development or related field.;
- 5+ years of experience in implementation of social development projects;
- Experience in social risk management and communications; stakeholder engagement
- Experience with preparing and conducting consultations (experience with both face-to-face and via digital means is a plus)
- Advanced proficiency in both verbal and written English.
- Strong writing skills in English

Preferred Experience

- Knowledge of World Bank Social Safeguard Policies;
 - Experience in land rights in relation to land acquisition in Saint Lucia(Saint Lucia Land Acquisition Act and other Existing legislation in Saint Lucia on managing projects that lead to PAPs is a plus);
- Experience in implementing livelihood restoration projects;
- Experience with preparing and conducting consultations (experience with both face-to-face and via digital means preferred)
- Knowledge of creole
- Experience with beneficiary surveys
- Understand how government processes work/function
- Knowledge of related laws and policies of Saint Lucia
- Cultural sensitivities

General Competencies

- Strong analytical and problem-solving skills and proven ability to apply these in carrying out operational tasks, identifying issues, presenting findings/ recommendations and contributing to resolution of sector and country issues;
- Ability to work in teams but also independently;
- Strong communication and writing skills;
- Ability to understand community and stakeholder perspectives and vulnerabilities and to effectively engage with project stakeholders and project management teams;
- Capacity to work simultaneously on a variety of tasks under short timelines and prioritizing between them

6. Terms and Conditions

The Social Development & Safeguards Officer will report to the Project Manager. The salary assigned to this post will be commensurate with the level of responsibility as defined in these Terms of Reference.

- The will provide the Social Development & Safeguards Officer with access to office space, office equipment including computer, access to printing and photocopying and all necessary software required for discharge of duties;
- The Social Development & Safeguards Officer will execute the duties and tasks outlined in Scope of Services with due diligence and efficiency and in accordance with the highest standards of professional competence, ethics and integrity;

7. Duration of Assignment &Performance

The contract duration will be 1 year inclusive of a 6-month probation period, renewable on annual basis until the closing date of the project. The successful candidate is expected to work full time in Saint Lucia, except where situations demand travel outside the project area. The selected candidate will be subject to a screening process, before finalization of the contract.

The Social Development and Safeguards Officer is expected to perform the above-mentioned tasks on an ongoing basis during the term of his/her assignment, to the satisfaction of the Director. Key performance indicators will be based on the instruments described in the, against which deliverables will be measured during the assignment.

Mr. Ivor Daniel

Permanent Secretary

Ministry of Infrastructure, Ports, Transport, Physical Development and Urban Renewal