

## **TERMS OF REFERENCE**

### **ENVIRONMENTAL SPECIALIST**

#### **Background Information**

The Government of Serbia and the World Bank have identified skills development and inclusion of vulnerable groups as strategic priorities for their next phase of cooperation, based on a Systematic Country Diagnostic (SCD) and Country Partnership Framework between the two partners. In particular, the SCD highlights the importance of building human capital to increase labor productivity and enhance social inclusion through closing education enrollment gaps for low-income and Roma students starting in pre-primary. Quality Early Childhood Education and Care programs play a critical role in laying the necessary foundation for skills development early on and for narrowing the equity gap in education access and performance.

The Inclusive Early Childhood Education and Care project also directly contributes to the goals outlined in the Strategy for the Development of Education in Serbia until 2020 (SED 2020) and to its related Action Plan. This strategy, which was adopted in 2012, defines mechanisms for assuring accessibility, quality, and equity in ECEC and sets clear priorities for: (i) increasing coverage; (ii) enhancing quality of the service delivery and outcomes; (iii) increasing efficiency; and (iv) attaining and maintaining relevance for the overall system. The project will directly support these priorities through its various components.

#### **Objectives**

The objective of the project is to improve access to quality Early Childhood Education and Care, with a focus on children from socially disadvantaged backgrounds for all children aged 0 to 6.5 years. Activities for children aged 3 to 6.5 years will focus on increasing access to inclusive quality preschools (i.e. child-centered and with age-appropriate learning opportunities) while also supporting their transition to the early grades of primary education. Activities for younger children, i.e. from birth onwards will focus on empowering parents and families to support children's holistic development through increased knowledge about the importance of early stimulation at home and access to relevant services in the community.

The Project would be implemented by the MoESTD and would rely on the existing structures of the MoESTD and the Working Group. A Project Management Unit (PMU) will be formed to support the existing structures for managing the Project. The Preschool Education Unit within the MoESTD, and the PMU, would be responsible for the technical implementation of the project activities. In addition, professionals of the MoESTD (civil servants) in coordination with the Institute for Improvement of Education and the Institute for Education Quality and Evaluation, will facilitate the technical inputs for specific project implementation activities.

The objective of the assignment of Environmental Specialist is to ensure that all civil works related activities under Project Component 1 are undertaken in full compliance with the Project's Environmental and Social Management Framework (ESMF) in implementing Inclusive Early Childhood Education and Care project.

## **II Objective and Scope of the Assignment Required**

The Environmental Specialist (can be a part-time position) reports to the Project Coordinator 1 and PMU Director and is responsible for carrying out all the activities related to environmental safeguard arrangements for the Project. He is responsible for ensuring that all civil works related activities under Project Component 1 are undertaken in full compliance with the Project's Environmental and Social Management Framework (ESMF). This includes, but is not limited to: preparation of draft site-specific EMPs, discussing these with the Bank and Ministry, their reviews and finalization; preparation and participation in the process of EMP public disclosure, including presentation of EMPs, preparation of Minutes of Public Meeting, and submission and discussion with the Bank and the Ministry; contribution to preparation of Tender Documents for the respective civil work contracts, and participation in the tender evaluation, if required by the Project Director; undertaking site visits and reviewing contractors' compliance with site-specific EMPs, including determining and suggesting remedial actions; preparation of non-compliance reports and keeping track of respective responses/actions undertaken; preparation of periodic Environmental Compliance Monitoring Reports; participating at the official meetings with the Bank; participating in the WB and the Ministry periodical missions; other actions to enable the Project to meet the environmental and social requirements within the legal framework of the Republic of Serbia and in accordance with the World Bank's environmental and social policies and procedures. The Environmental Specialist will also be responsible for reviewing draft site-specific EMPs if prepared by the third parties, and dealing with the comments as may be received from the Bank.

The Environmental Specialist together with the M&E Specialist will prepare semi-annual report on the status of the safeguards implementation under the Project. Such reports shall be furnished by the PMU to the Bank.

## **III Reporting obligations**

The Environmental Specialist shall submit the deliverables and time sheets to the Project Coordinator of Component 1. Following the approval of the work report and acceptance of deliverables by the Project Coordinator of Component 1, the Project Director approves the related invoice. Upon request by the Project Director and/or Minister of Education, Science and Technological Development, the Environmental Specialist shall produce and submit progress reports on the implementation of the Project activities.

## **IV Consultant qualifications**

- University degree in environmental sciences, engineering or natural sciences;
- Minimum 4 years of experience in environmental aspects of demand-driven development projects;
- Experience in preparation of Environmental Assessment /Management Plans;
- Strong experience in environmental problems prioritization, tools and methodology development, project management experience at local and regional level;
- Exposure to the development work with the international organizations is an advantage;
- Good interpersonal and communication skills;
- Fluent knowledge of the English language (speaking, writing and reading);
- Demonstrated ability to work in a team;
- Computer literacy (MS Office);

- Advantage will be given to the applicants with the knowledges of the World Bank policies and procedures.

#### **V Duration of the assignment**

Initial contract will be for 1 (one) year duration with the probation period of 6 months. Contract will be renewed annually up to December 2022, subject to satisfactory performance. Consultant shall provide part-time services.