

REPUBLIC OF KENYA



MINISTRY OF AGRICULTURE, LIVESTOCK AND FISHERIES STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND THE BLUE ECONOMY

VACANT CONSULTANCY POSITIONS

The Government of Kenya has received Project Preparation Advance from the World Bank towards preparing the Kenya Marine Fisheries and Socioeconomic Development Project (KEMFSED). The KEMFSED project covers a period of 5 years. The development project's overall goal is to improve management of priority fisheries and mariculture and increase access to complementary livelihood activities in coastal communities. The implementing agencies will be the State Department for Fisheries & the Blue Economy (SDF & BE) on behalf of the Government of Kenya. In addition, five (5) Counties along the Coast have been selected to be beneficiaries for the project namely Kwale, Mombasa, Kilifi, Lamu, and Tana River.

The project comprises of the following three components:

- 1) **Component 1: Governance and Management of Marine Fisheries** will focus on improving the management of marine fisheries in Kenyan waters. Fisheries governance interventions will be promoted through strengthened co-management of near shore fisheries, and infrastructure development to support the management of fisheries at both the national and county level.
- 2) **Component 2: Coastal Community Empowerment and Livelihoods** will contribute to the Project Development Objective (PDO) by strengthening livelihoods in coastal communities through a combination of technical and financial support for the implementation of livelihood, social welfare, and environmental subprojects; provision of scholarship grants and complementary capacity-building and mentoring of beneficiaries.
- 3) **Component 3: Project Management** will finance support for project management at both national and county levels to ensure coordinated and timely execution of project activities.

Applications are therefore invited from qualified candidates for the positions shown here below:-

S/No	Designation	No. of posts	Advert. No.
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1	Environmental Safeguards Consultant	1	1/2019
2	Social Safeguards Consultant	1	2/2019

Interested and qualified persons are requested to make their applications as follows:

- Each application should have a detailed CV and a covering letter indicating the reference number for the position. Copies of relevant document must be attached.
- The Ministry of Agriculture, Livestock Fisheries and Irrigation avails equal employment opportunities to all Kenyans. Women, Persons living with disabilities, the marginalized and Minorities who meet the requirements are encouraged to apply.
- Completed applications should be submitted to:

PRINCIPAL SECRETARY
STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND THE BLUE ECONOMY
P.O. BOX 58187 –00200
NAIROBI

Or hand delivered to Maji House 3rd Floor Room 330 on or before **8th October, 2019.**

Please Note

- The advert and complete TOR can also be accessed from the website of the Ministry; www.kilimo.go.ke.
- Only shortlisted and successful candidates will be contacted.
- Canvassing in any form will lead to automatic disqualification.

REPUBLIC OF KENYA



**MINISTRY OF AGRICULTURE, LIVESTOCK AND FISHERIES
STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND
THE BLUE ECONOMY**

OFFICE OF THE PRINCIPAL SECRETARY

DETAILS OF THE CONSULTANCY VACANCIES

ADVERT. V/NO.1/2019: POST OF ENVIRONMENTAL SAFEGUARDS CONSULTANT-
ONE (1) POST

TERMS OF SERVICE: SIX (6) MONTHS' CONTRACT

REMUNERATION: NEGOTIABLE

Requirements for Appointment

For appointment to this post, an officer must:

- i) Have a Bachelor's degree in Environmental Science, Natural Resource Management or any other equivalent and relevant qualification from a recognized institution;
- ii) Have Masters' degree in Environment science, Natural Resources Management or any other equivalent and relevant qualification from a recognized institution;
- iii) Have worked for a minimum period of ten (10) years in the fields of Environmental, Natural Resources, solid waste management and social assessment for development projects.
- iv) Have Experience of at least five years with operational environmental safeguards policies of the World Bank (especially Operational Policy (OP) 4.01 Environmental Assessment);

- v) Be well versed with project compliance with environmental safeguards requirements and National Environment Management Authority (NEMA) compliance procedures;
- vi) Be registered with National Environment Management Authority (NEMA)
- vii) Be familiar with coastal Kenya and have thorough Knowledge of environmental issues in relation to the project area;
- viii) Have working knowledge on Occupational Health and Safety methods ;
- ix) Have broad understanding of national environmental legislation, both at the national and county level;
- x) Have excellent oral and written communication skills.
- xi) Have Certificate in computer application skills from a recognized institution
- xii) Be fluent in English and communication in Kiswahili will be an added advantage.

Competencies

- i. Excellent leadership, technical competence and professional skills for timely implementation, coordination and management of activities;
- ii. Proven ability to effectively coordinate activities involving multiple disciplines and organizational units;
- iii. Ability to meet strict deadlines and maintain high standards of service delivery even under pressure;
- iv. Excellent report writing skills

Duties and Responsibilities

Specific duties and responsibilities at this level will include, to:-

- i. Ensure project activities are carried out in line with World Bank safeguards policies and safeguards instruments prepared for the project, and the national legislation;
- ii. Pay full attention to opportunities geared towards enhancing positive environmental effects of the project and to reduce and mitigate against its potential environmental impacts

- iii. Prepare training materials and carry out technical trainings on environmental safeguards with State Department for Fisheries, Aquaculture and the Blue Economy (SDFA&BE) staff, county government staff, and other relevant stakeholders (tailored to specific group of trainees):
 - a. Environmental assessment
 - b. Management of natural habitats
 - c. Occupational and community health and safety
 - d. Integrated pest management, etc.
- iv. Train contractors engaged under the project on the applicable safeguards policies and their requirements;
- v. Review Terms of Reference (TORs) and safeguards instruments, such as Environmental Social Impact Assessments (ESIAs), Environmental Social Management Plans (ESMPs), and Contractor ESMPs (as applicable, and ensure all safeguards issues are accurately addressed vis-à-vis project design and Environmental Social Management Framework (ESMF) provisions, and provide expert guidance/advice to the National Project Coordinating Unit (NPCU), county governments;
- vi. Assess potential environmental impacts of civil works planned under the Project, provide recommendations for adjusting designs for decreasing negative impacts to the extent possible, and identify measures for mitigating negative environmental impacts; ensure relevant environmental safeguards requirements are included in construction contracts;
- vii. Evaluate, as a member of the panel, contractual bids related to civil works and/or consultancies touching on environmental and social activities;
- viii. Carry out supervision and/or inspections of any sites where works are taking place to verify the compliance levels with the relevant safeguards instruments and Environmental Health and Safety (EHS), with and without the contractor, as necessary;

- ix. Review, utilize and update (where necessary,) the screening and supervision checklists and guidelines presented in ESMF to ensure compliance with good environmental and social risk management adopted by the Project.
- x. Collect data on project environmental impact, compliance, Grievance Redress Mechanism functionality and utilization and keep records of environmental supervision of project activities in a systemic manner that allows easy search-and-find of all documents upon request of National Project Coordination Unit, the World Bank, and national authorities;
- xi. Oversee community engagement, including with Vulnerable and Marginalised Groups (VMGs) and regularly liaise with communities that are benefiting from the project to facilitate communities' access to economic opportunities resulting from project activities;
- xii. Prepare regular safeguards monitoring reports for the National Project Coordination Unit, including preparation of the environmental safeguards input to project progress reports submitted to the World Bank;
- xiii. Draft reports on environmental safeguards matters, and other relevant project documentation in line with project reporting requirements; and
- xiv. Undertake any other relevant duties that may be assigned from time to time

ADVERT. V/NO.2/2019: POST OF SOCIAL SAFEGUARDS CONSULTANT (ONE POSITION):

TERMS OF SERVICE: SIX (6) MONTHS CONTRACT

REMUNERATION: NEGOTIABLE

Requirements for Appointment

For appointment to this post, an officer must:

- i. Have Bachelors Degree in natural resource management (e.g. land, water, etc), environmental engineering or any other equivalent and recognized field;
- ii. Have Masters' Degree in natural resources management (e.g. land, water etc.), environmental engineering or any other equivalent and recognized field; 6

- iii. Have worked for a minimum period of ten (10) years in environmental and social safeguards issues.
- iv. Have thorough experience in development and management of projects
- v. Be experienced in handling social safeguards issues in development projects, including gender sensitivity, involuntary resettlement, community inclusion and community development, inclusion of Vulnerable and Marginalized Groups (VMGs), stakeholder consultation, citizen engagement and grievance redress;
- vi. Be familiar with coastal Kenya and have thorough Knowledge of social safeguards issues in the project area;
- vii. Have at least three (3)years' experience of interacting with operational policies of the World Bank social safeguards (especially Operational Policy (OP) 4.10 Indigenous Peoples and OP 4.12 Involuntary Resettlement), especially those pertain to ensuring project compliance with social safeguards requirements;
- viii. Have Good command of national social legislation, both at the national and county level
- ix. Have excellent oral and written communication skills;
- x. Be fluent in English and communication in Kiswahili will be an added advantage;
- xi. Have a certificate in computer application skills from a recognized institution

Competencies

- i. Excellent leadership, technical competence and professional skills that are key to timely implementation, coordination and management of project activities;
- ii. ability to effectively coordinate activities involving multiple disciplines and organizational units;
- iii. Ability to meet strict deadlines and maintain high standards of service delivery even under pressure;
- iv. Have a certificate in computer application skills from a recognized institution ;

Duties and Responsibilities

The Social Safeguards Expert will guide the implementation team in all social safeguards activities planned under the Project Preparation Advance (PPA) funded by

World Bank in compliance with the World Bank OP 4.10 Indigenous Peoples and OP 4.12 Involuntary Resettlement, Specifically to:

- i. Review safeguards instruments (e.g., Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Integrated Pest Management Plan (IPMP), Resettlement Action Plan (RAP), Vulnerable and Marginalized Groups Plan (VMGP) and ensure all safeguards issues are accurately addressed as stipulated in the respective Terms of Reference (TOR) and Environmental and Social Management Framework (ESMF), and provide expert guidance to the National Project Coordination Unit (NPCU) and county governments;
- ii. Ensure that project activities are carried out in line with WB safeguards policies and safeguards instruments (i.e., Environmental and Social Management Framework (ESMF), Resettlement Process Framework (RPF), Vulnerable and Marginalized Groups Framework (VMGF), Process Framework (PF) prepared for the project, and national legislation; more specifically enforce social safeguards measures of the project as stipulated in the Resettlement Action Plan (RAP) and Environmental and Social Management Plan (ESMP);
- iii. Monitor the enumeration and valuation of land, crops and property and other assets and facilitate prompt processing and timely and accurate payment of compensation by relevant institutions (where applicable); coordinate community interactions and activities with the Project Affected Persons (PAPs) and other stakeholders (where applicable);
- iv. Conduct and facilitate outreach programs to educate affected persons on the social benefits of the project;
- v. Pay full attention to opportunities to enhance the social impact of the project and to reduce and mitigate against its potential social risks;
- vi. Prepare training materials and carry out technical trainings on social safeguards with SDFA&BE staff, county government staff, and other relevant stakeholders;
- vii. Serve in the panel evaluating bids on environmental and social works and consultancies; assess potential social impacts of civil works planned under the

- Project, provide recommendations for adjusting designs for decreasing negative impacts to the extent possible, and identify measures for mitigating negative social impacts;
- viii. Brief contractors engaged under the project on the applicable safeguards policies and their requirements;
 - ix. Oversee compliance by all project contractors with good social practices adopted by the Project (including stakeholder consultation, beneficiary feedback, gender sensitivity, etc.), and ensure that social risks that relate to child protection, and labor and working conditions for workers are properly managed; carry out supervision and/or inspections of sites where works are taking place to verify the compliance levels, with and contractor, as necessary;
 - x. Collect data on project without the social impact and keep records of social supervision of project activities in a systemic manner that allows easy search-and-find out all documents upon request of National Project Coordination Unit, the World Bank, and national authorities;
 - xi. Oversee community engagement, including with Vulnerable and Marginalized Groups and regularly liaise with communities that are benefiting from the project to facilitate communities' access to economic opportunities resulting from project activities;
 - xii. Prepare and execute specific stakeholder engagement plans as per each project county;
 - xiii. Be responsible for project-related Grievance Redress Mechanism (GRM), both during its establishment and implementation and oversee the grievance redress mechanisms to ensure any issues are resolved in a timely manner;
 - xiv. Prepare regular safeguards monitoring reports for the National Project Coordination Unit, including preparation of the social safeguards, gender sensitivity, labor-related issues, and beneficiary engagement content of project progress reports submitted to the World Bank;
 - xv. Draft reports on safeguards and social development matters, and other relevant project documentation in line with project reporting requirements; and

xvi. Undertake any other relevant duties that may be assigned from time to time