

TÜRKİYE CLIMATE SMART AND COMPETITIVE AGRICULTURAL GROWTH PROJECT (TUCSAP)

Terms of Reference

ENVIRONMENTAL SPECIALISTS (2)

1. Background

The Ministry of Agriculture and Forestry (MoAF) has received financing from the World Bank in the form of a loan (hereinafter called “loan”) toward the cost of the “Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP)” (the Project). MoAF intends to apply a portion of the proceeds of this loan to eligible payments under the contract for which this Terms of Reference is issued.

The Project will support the agri-food sector in transitioning toward a more sustainable, competitive and climate-smart growth orientation by enhancing capacity in a range of areas, including information generation and dissemination to contribute to sustainable soil and land-use planning/management; agricultural data collection and analysis; and animal health aspects, and by supporting innovation and the use of smart farming/climate-smart technologies and practices by farmers and agricultural enterprises. The project investments are expected to contribute to increased agricultural productivity/competitiveness, resilience, and sustainability. The Project will be implemented in targeted regions in Türkiye.

The implementation of the Project will follow World Bank’s (WB) fiduciary, environmental, and social policies and national requirements.

The Project will be implemented through four components, namely as (1) Institutional Capacity Strengthening for Climate Smart Agri-food Policy, Planning, and Investments, (2) Enhancing Animal Health Capacity for Effective Disease Surveillance, Diagnostics and Control, (3) Investments for Enhanced Productivity, Resource-Efficiency, and Climate Resilience, (4) Project Management, Monitoring, and Evaluation.

Component 1 will support the strengthening capacity for sectorial planning, with a specific focus on narrowing information gaps in relation to Türkiye’s soils and land natural capital, to contribute to their sustainable planning and management. Component activities will also enhance MoAF’s digital blueprint for data collection and information management to support smart policy monitoring and programming.

Component 2 will support two main activities: strengthening the capacity of Veterinary Control Institutes (VCIs) (Subcomponent 2.1) and support to establish the National Veterinary Medicinal Control Center (Subcomponent 2.2). The component will follow best practice (i.e., World Organization for Animal Health, EU) to support feasibility assessments, laboratory facilities, laboratory equipment, technical training for staff (as per the National Reference Laboratory defined plans for all laboratories), and information systems. Designs to maximize green and resilient (e.g., energy saving, seismic resistance) elements in infrastructure and equipment will be considered in the feasibility assessment.

Component 3 will support the dissemination, validation and adoption of Climate Smart Agriculture (CSA) technologies and practices, as well as Research, Development and Innovation (RD&I) efforts. The adoption of CSA technologies and practices will contribute to improved agriculture performance via productivity gains, cost reductions, more efficient resource-use (fertilizers, pesticides, energy, and water) and improved climate resilience, while

also generating important climate mitigation benefits and reducing pollution. Investments under this component are also expected to generate key agricultural data to support decision making by farmers and enterprises and to inform policy design. The component will encourage the uptake and effective use of innovative/disruptive CSA technologies/practices by closing knowledge and skill gaps and by providing financial support and technical assistance to producers and enterprises. Subcomponent 3.1 will pilot a geothermal greenhouse business model to build infrastructure and mobilize private (including small/middle size) investors rapidly, while maintaining the advantages of a cluster. Subcomponent 3.2 will primarily focus on awareness creation, dissemination and providing co-funding opportunities for digitally enabled technologies and solutions (smart and precision agriculture). Subcomponent 3.3 will pilot and promote innovative approaches for manure management to overcome existing knowledge, physical and logistical barriers. Subcomponent 3.4 will support the implementation of the RD&I agenda around CSA in alignment with priorities identified in the recently launched Green Deal Plan including reducing the use of pesticides, enhancing nutrient management (through biofertilizers), and enhancing energy and water efficiencies and support climate-related assessments

Component 4 will support all project management functions. It will include support for a Project Coordination Unit (PCU) and Project Implementation Units (PIUs) for: (i) strengthening capacity for day-to-day project management of technical, fiduciary, Monitoring and Evaluation (M&E), Environmental and Social (E&S) issues; (ii) grievance redress, citizen engagement, and implementation of the communications; and (iii) M&E of project activities, including impact assessments, beneficiary satisfaction surveys, and development of an integrated system for project management and monitoring of project outputs and outcomes.

MoAF shall establish and maintain a Project Coordination Unit (PCU) hosted at ABDGM (General Directorate of EU and Foreign Relations) to manage and coordinate the entire Project with qualified and experienced personnel and resources to support the management of Environmental, Social, Health and Safety (ESHS) risks of the Project, including one Lead Environmental Specialist and one Lead Social Specialist. These two Lead Specialists will be responsible for the activities of BTGM, TAGEM and ABDGM in addition to their supervision duties.

Two environmental specialists and two social specialists will also be hired by the PCU. One (1) social specialist and one (1) environmental specialist will work for PIU of TRGM and one (1) social specialist and one (1) environmental specialist will work for PIU of GKGM. The brief summary of the implementation arrangements is presented in the table given below.

	<u>PLACE OF DUTY</u>	<u>The Directorate General to be Affiliated</u>
<u>SOCIAL TEAM</u>		
<u>Lead Social Specialist*</u>	<u>PCU</u>	<u>BTGM, TAGEM, ABDGM</u>
<u>Social Specialist</u>	<u>PIU</u>	<u>TRGM</u>
<u>Social Specialist</u>	<u>PIU</u>	<u>GKGM</u>
<u>ENVIRONMENTAL TEAM</u>		
<u>Lead Environmental Specialist*</u>	<u>PCU</u>	<u>BTGM, TAGEM, ABDGM</u>
<u>Environmental Specialist</u>	<u>PIU</u>	<u>TRGM</u>
<u>Environmental Specialist</u>	<u>PIU</u>	<u>GKGM</u>
<i>*The lead specialists will be responsible for the overall supervision of the project activities to be implemented by different Directorate Generals.</i>		

2. Scope and Objective

In the scope of the Project, two (2) Environmental Specialists needs to be recruited at the PIU level to assist in the project implementation in respect to oversee and ensure implementation of environmental impact and risk mitigation plans and monitoring of all environmental aspects related to the project.

Specifically, the Environmental Specialists will ensure that the sub-projects are carried out by different Directorate Generals (DGs) with due regard to appropriate environmental standards and practices, and in accordance with the Environmental and Social Framework (ESF) instruments (Environmental and Social Management Framework¹ (ESMF), Stakeholder Engagement Plan² (SEP), Labor Managements Procedures³ (LMP), prepared for the project) and as per the Environmental and Social Commitment Plan⁴ (ESCP). Besides, the Environmental Specialists will lead the preparation of site specific ESF instruments (Environmental and Social Management Plan [ESMP] Stakeholder Engagement Plan [SEP], Labor Management Plan [LM Plan]) their review and approval and will also be responsible for the supervision and monitoring of the ESMPs in close coordination with provincial institutes and/or respective directorate's relevant staff.

The Environmental Specialists will be responsible to assist Lead Environmental Specialist for the overall implementation of the project's environmental, including Occupational Health and Safety(OHS), impacts and risk mitigation plans and monitoring of all environmental aspects of Bank financed loans and grants in line with the provisions of Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in Environmental and Social Commitment Plan (ESCP), such as Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plans (ESMPs), Resettlement Framework (RF), Resettlement Plans (RPs), Labor Management Procedures (LMPs), and Stakeholder Engagement Plans (SEPs), and the timelines specified in those E&S documents. Additionally, the Environmental Specialists will support supervising and monitoring activities related to environmental risks.

2 Environmental Specialists (together with Lead Environmental Specialist in the Project Coordination Unit [PCU]) will work in close collaboration with the social team and other relevant specialists in the project team such as procurement specialist, financial management specialists, Monitoring and Evaluation (M&E) specialists, etc.

The Environmental Specialists will report to the Project Coordinator and The Lead Environmental Specialist.

¹ For English version please see:

<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/ESMF.pdf>

² For English version please see:

https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/SEP_24-Jan-2022.pdf

³ For English version please see:

https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/LMP_24Jan-2022.pdf

⁴ For English version please see:

<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/ESCP-Negotiations-10.03.pdf>

3. Qualifications and Skills

- University degree in degree in Environmental Engineering or any other field related with environmental sciences; an advanced degree will be an asset,
- Minimum five years' general work experience as environmental expert (experience in agriculture projects will be an asset),
- Minimum three years' experience as environmental expert in management and preparation of ESIA studies, E&S due diligence studies, and environmental baseline data collection, OHS, in the local and international context such as World Bank/IFC/EBRD/EU, AFD and United Nation,
- Experience in environmental risk assessment / environmental due diligence studies will be an asset,
- Solid background in the ESF or similar environmental and social policies of the International Finance Institutions (IFIs), particularly World Bank and knowledge on preparation of World Bank Environmental and Social Standards (ESSs) documents will be an asset,
- Experience in agriculture projects will be an asset,
- Experience in grant allocation will be an asset,
- Experience in manure production/biogas will be an asset,
- Experience in a laboratory health facility related project will be an asset,
- Experience in Occupational Health and Safety (OHS) will be an asset,
- Fluency in written and oral English and Turkish,
- Proficiency in key computer applications, e.g., Word, Excel, PowerPoint, MS Project
- Excellent interpersonal and communications skills,
- Ability to travel without restriction,
- Teamwork skills,
- Analytical thinking and problem-solving skills,
- Completed military service for male candidates.

4. Duties and Responsibilities

- Assist Lead Environmental Specialist in ensuring, monitoring and reporting on Project implementation in accordance with the requirements of Turkish Legislation and the World Bank's Environmental and Social Framework (ESF) and other Project documents (See Annex 1), as well as in accordance with all ESF documents prepared for the project/sub-projects; Environmental and Social Management Framework (ESMF), Labor Management Procedures (LMP), Stakeholder Engagement Plans (SEPs), Resettlement Framework (RF), site specific Resettlement Plans (RPs) and Ex-post Social Audits, Environmental and Social Impact Assessment (ESIA) reports, site-specific Environmental and Social Management Plans (ESMPs), and any other sub-management plans;
- Carry out E&S screening of the project activities including assessment of project's environmental impacts and preparation of risk mitigation plans, preparing the site specific ESF and SEP documents, their review and approval, conducting ESMPs supervision and monitoring for activities of TRGM and GKGM.

- Screen any proposed sub-project in accordance with the ESMF prepared for the Project and thereafter prepare, disclose and adopt sub-project specific ESIA, ESMP, ESMP Checklists, SEPs, RPs, RF, and other instruments as necessary, (including Waste Management Plans (WMP), Hazardous Waste Management Plan, Biosafety Management Plan (BSMP) (for BSL3 veterinary laboratories) Community Health and Safety Plan (CHSP), Traffic Management Plans (TMP), Occupational Health and Safety Management Plans (OHSMP), Chance Find Procedure, project level Pest Management Plan (PMP) and any other instruments) before the commencement of tendering works for the relevant activities, and update and implement those documents/plans/procedures during the implementation of the Project.
- Carry out random site visits in order to evaluate the compliance of the activities with the E&S requirements laid down in the documents prepared for this Project, and report findings and suggest and monitor corrective measures in case of non-compliances.
- Cooperate with Social Specialists to conduct environmental risks and impacts reviews, internal supervision of project operations to ensure compliance with ESMF, ESCP, RP, LMP, SEP procedures, applicable laws, regulations and standards, and the WB's requirements for environmental and social standards.
- Ensure that tender and procurement documents include all necessary requirements including site specific ESMPs/ESIAs to be consistent with ESF requirements, with special focus on environmental risk related elements.
- Incorporate the requirements of the approved ESIA, ESMPs, LMPs, and other relevant E&S documents and/or plans into the Environmental, Social, Health and Safety (ESHS) specifications of works. Thereafter, carry out continuous monitoring of construction works to ensure that the contractors and supervising firms comply with the requirements of these documents as well as ESHS specifications of their respective contracts.
- Conduct environmental trainings where necessary for PCU and PIUs.
- Provide guidance and direction to PIU management and personnel for achieving compliance with all applicable ESF social standards and requirements.
- Plan, organize and implement stakeholder engagement activities including stakeholder consultation meetings, as per SEP in a timely and effective manner.
- Inform PCU and PIUs about the need to update ESMF when/if necessary, in the course of implementation of the Project, as well as in case of the domestic legislation changes.
- Ensure that all approvals/licenses are in place prior to carrying out the project activities and make sure all the records are kept accurately including the permits collected by the Contractor/s.
- Ensure that relevant environmental and social procedures in line with national legislation and the World Bank Environmental and Social Framework (ESF) are conducted in case of any change in the design of the sub-projects, if deemed necessary, and follow up on their implementation.
- Contribute to quarterly progress reports to the World Bank on the monitoring activities conducted, and status of compliance with ESMF.
- Work closely with GDs and Provincial Organizations,
- Revise POM in cooperation with PIUs and PCU as needed,

- Perform other duties assigned by Project Coordinator emerging in the frame of this Terms of Reference.

5. Duration and Location of Employment

The position will be based in Ankara as a member of the Project Coordination Unit and the Environmental Specialists will be expected to travel to civil works sites and other relevant sites under the project throughout project implementation. The project has a 6-year duration. The planned duration of service of the Environmental Specialists are foreseen to start in the third quarter of 2022 and will end in the first quarter of 2028 corresponding to the closure of the Project or on the project's extended closure date. The Environmental Specialists will be required on a full-time basis.

Two-month probation period will be applied, by renewable 1-year contracts, till the end of the implementation, if performance is satisfactory.

Annex 1: Project Documents

- Loan Agreement between the International Bank for Reconstruction and Development (IBRD) and Republic of Türkiye
- General Conditions for IBRD Financing: Investment Project Financing (December 15, 2021)
- The World Bank Procurement Regulations for IPF Borrowers – November 2020
- WB's "Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006 and revised in January 2011 and as of July 1, 2016 (Anti-Corruption Guidelines)
- National regulations as and when become relevant
- TUCSAP Project Procurement Strategy for Development (PPSD)
- Project Operations Manual (POM) of Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP) (being prepared)
- TUCSAP Environmental and Social Documents
 - Environmental and Social Management Framework (ESMF),
 - Stakeholder Engagement Plan (SEP),
 - Labor Managements Procedures (LMP),
 - Environmental and Social Commitment Plan (ESCP).

(available at <https://www.tarimorman.gov.tr/ABDGM/Menu/160/Tucsap-Proje-Sayfasi>)

- TUCSAP Grant Manual (to be prepared)
- TUCSAP Communication and Visibility Plan (to be prepared)
- TUCSAP Grievance and Redress Mechanism procedures (to be prepared)