

TÜRKİYE CLIMATE SMART AND COMPETITIVE AGRICULTURAL GROWTH PROJECT (TUCSAP)

Terms of Reference

ENVIRONMENTAL SPECIALIST

Ref no: CS.EU&FA.CS4-12F

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 supports 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 has started to be implemented in targeted regions in Türkiye.

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

The Project is 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 supports 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 supports 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 follows best practices (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 supports 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 encourages 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 supports all project management functions. It includes 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 including occupational health and safety (OHS); (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.

2. Scope and Objective

MoAF established and maintains 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 Environmental and Social (E&S) Specialists. The E&S team will be responsible for the activities of BTGM, TAGEM, TRGM, GKGM and ABDGM in addition to their supervision duties.

The environmental Specialist will be hired by the PCU. In the scope of the Project, the Environmental Specialist will assist in the project implementation in respect to oversee and ensure implementation of impact and risk mitigation plans and monitoring of all environmental and occupational health and safety aspects related to the project.

The Environmental Specialist will ensure that the sub-projects are carried out by different Directorate Generals (DGs) with due regard to appropriate environmental and occupational health and safety standards and practices, and in accordance with the World Bank Environmental and Social Framework¹ (ESF) instruments [Environmental and Social Management Framework² (ESMF), Stakeholder Engagement Plan³ (SEP), Labor Managements Procedures⁴ (LMP), prepared for the project] and as per the Environmental and

¹ <https://www.worldbank.org/en/projects-operations/environmental-and-social-framework>

² For English version please see:

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

³ For English version please see:

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

⁴ For English version please see:

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

Social Commitment Plan⁵(ESCP).

Besides, the Environmental Specialist will lead the preparation of site specific ESF instruments ((Environmental and Social Impact Assessment [ESIA], 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 Specialist will be responsible 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 and OHS 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) including OHS aspects, and Stakeholder Engagement Plans (SEPs), and the timelines specified in those E&S documents. Additionally, the Environmental Specialist will support supervising and monitoring activities related to environmental and OHS risks.

The Environmental will work in close collaboration with the social specialists and other relevant specialists in the project team such as procurement specialist, financial management specialists, Monitoring and Evaluation (M&E) specialists, etc.

3. Qualifications and Skills

- At least bachelor's degree in Environmental Engineering or any other field related with environmental sciences; an advanced degree will be an asset,
- Minimum 3 years' general work experience as environmental and/or OHS specialist (experience in agriculture projects will be an asset),
- Minimum 1 years' experience as environmental and/or OHS specialist in management and preparation of ESIA studies, E&S due diligence studies, OHS risk assessment and associated mitigation system and environmental baseline data collection, in the local and international context such as World Bank/IFC/EBRD/EU, AFD and United Nation,
- Experience in environmental and/or OHS risk and impact assessment and due diligence studies will be an asset,
- Solid background in the ESF or similar environmental and social including OHS 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 site practices and implementations will be an asset,
- Experience in Occupational Health and Safety (OHS) will be an asset,
- B or C Class Occupational Safety Certificate will be an asset,
- NEBOSH International General Certificate in OHS will be an asset,

⁵ For English version please

see.<https://www.tarimorman.gov.tr/ABDGM/Belgeler/TUCSAP%20Proje%20Sayfas%C4%B1/%C4%B0ngilizce/Turkey.P175011.ESCP.Final.pdf>

- Experience in agriculture projects will be an asset,
- Experience in grant allocation will be an asset,
- Experience in a laboratory facility related project will be an asset,
- Fluency in written and oral English and Turkish is required.
- Proficiency in key computer applications, e.g., Word, Excel, PowerPoint
- 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 and Scope of Work

During the implementation of the assignment the Environmental Specialist will be responsible for ensuring, monitoring and reporting on Project implementation on environmental and OHS aspects 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;

- a. Coordinate environment-related activities at all project sites in compliance with the Environmental and Social Management Plans (ESMPs) at and in accordance with compliance with ten Environmental and Social Standards (ESS) of The World Bank, the norms of which PIUs- will fulfill throughout the project life cycle.
- b. Carry out E&S screening of the project activities including assessment of project's environmental and OHS impacts and preparation of risk mitigation plans, preparing the site specific ESF documents, their review and approval, conducting ESMPs supervision and monitoring for activities of General Directorates.
- c. Screen any proposed sub-project in accordance with the ESMF prepared for the Project and thereafter prepare, disclose and adopt sub-project specific ESIA's, ESMPs, ESMP-Checklists, RPs, 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.
- d. Carry out random site visits in order to evaluate the compliance of the activities with the E&S and OHS requirements laid down in the documents prepared for this Project, and report findings and suggest and monitor corrective measures in case of non-compliances.
- e. Monitoring the implementation of the ESMF (Environmental and Social Framework) that is an integral part of the project, supervise and report the implementation ESMPs, ESMP-Checklists, RPs, WMPs, CHSPs, TMPs, PMPs, etc.

- f. Carry out environmental surveys, provide technical guidance, prepare reports on environmental issues, and verify of the implementations of the environmental prerequisites and their compliance for the subprojects including the civil works in the selected sites to the requirements of the World Bank ESF and National Environmental Laws, Regulations, and Standards.
- g. Cooperate and closely work with Social Specialists to conduct environmental and OHS 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.
- h. 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 and OHS risk related elements.
- i. Incorporate the requirements of the approved ESIAs, ESMPs, LMPs, and other relevant E&S and OHS 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.
- j. Prepare an annual plan for capacity building, conduct regular and refresher trainings for relevant project staff of PCU and PIU, and contractor whenever necessary.
- k. Provide guidance and direction to PIU management and personnel for achieving compliance with all applicable ESF standards and requirements for environmental and OHS aspects.
- l. Cooperate with Social Specialists to plan, organize and implement stakeholder engagement activities including stakeholder consultation meetings, as per SEP in a timely and effective manner.
- m. The environmental specialist will establish close contact with General Directorates of Ministry of Environment, Urbanization and Climate Change of Türkiye and ensure necessary permits/approvals/decisions are obtained by the contractors.
- n. The Environmental Specialist(s) will coordinate with WB E&S (environmental and social) team as well as with other implementation agencies and project stakeholders.
- o. 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 national legislation changes.
- p. 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.
- q. Ensure that relevant environmental and OHS 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.
- r. Contribute to semiannual progress reports to the World Bank on the monitoring activities conducted, and status of compliance with ESMF.
- s. Work closely with General Directorates and Provincial Organizations,
- t. Revise POM in cooperation with PIUs and PCU as needed,
- u. The Environmental Specialist will report to the Project Technical Team Leader

- v. Perform other duties assigned by Project Technical Team Leader 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 Implementation Unit and the Environmental Specialist will be expected to travel to civil works sites and other relevant sites under the project. The Environmental Specialist will be required on a long-term/short-term and full-time/part-time basis.

The contract will have one year duration with two-month probation period.

Annex 1: Project Documents

- a. Loan Agreement between the International Bank for Reconstruction and Development (IBRD) and Republic of Türkiye
- b. General Conditions for IBRD Financing: Investment Project Financing (December 15, 2021)
- c. The World Bank Procurement Regulations for IPF Borrowers – November 2020
- d. 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)
- e. National regulations as and when become relevant
- f. TUCSAP Project Procurement Strategy for Development (PPSD)
- g. Project Operations Manual (POM) of Türkiye Climate Smart and Competitive Agricultural Growth Project (TUCSAP)
(available at <https://tucsap.tarimorman.gov.tr/Sayfa/Detay/1517>)
- h. TUCSAP Environmental and Social Documents
 - i. Environmental and Social Management Framework (ESMF),
 - ii. Stakeholder Engagement Plan (SEP),
 - iii. Labor Managements Procedures (LMP),
 - iv. Environmental and Social Commitment Plan (ESCP). (available at <https://tucsap.tarimorman.gov.tr/Sayfa/Detay/1517>)
- i. TUCSAP Grant Manual (being prepared)
- j. TUCSAP Communication and Visibility Plan (Draft)
- k. TUCSAP Grievance and Redress Mechanism procedures