**Terms of Reference**

july, 2024

**Consultancy Services for Technical Assistance for the Implementation of Mozambique Transport Portfolio**

**1. Safer Roads for Socio - Economic Integration Project Phase 1 - SRSEIP**

**2. Southern Africa Trade and Connectivity Project - SATCP**

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1. **INTRODUCTION**

The Government of Mozambique (GOM) has received a grant from the International Development Association (hereinafter referred to as ‘IDA’) for the purposes of improving the transport infrastructure of Mozambique and strengthening the institutional capacity of the road sub-sector and intends, through the National Road Administration (ANE), to apply a part of this grant for eligible payment for Technical Assistant Consultant (TAC) – to provide Technical assistance to ANE in supporting the implementation of projects within the Mozambique Transport Portfolio.

The National Roads Administration Public Institute (ANE, IP) is responsible for the management of the classified network of national and regional roads in Mozambique covering planning, construction, rehabilitation and maintenance. It is a public institution with its own Board of Directors.

The client, ANE, IP, wishes to procure an effective and efficient project management system to be put in place by the recruited consultant firm which duly recognises ANEs internal capacity and that is completed by the end SRSEI Project in November 2028. This system will be implemented as a pilot project and therefore its outcome and lessons learnt must be recorded and serve as input into ANE’s management programmes in future.

These Terms of Reference describe the nature and scope of the services to be provided by the Consultant firm.

1. **PROJECT BACKGROUND**

The two projects development objectives are to improve road connectivity, safety, and climate resilience and develop social inclusion in the project areas.

The projects are proposed to have:

**The Safer Roads for Socio-Economic Integration program (SRSEIP)** has the Program Development Objective to improve road connectivity, safety, and climate resilience in the program areas. SRSEIP is Phase 1 of a Multi-Phase Programmatic Approach that envisages three overlapping phases to be implemented over 10 years. Each phase will be dependant upon successful implementation of the previous phases. Each phase will benefit from learning and experience gained through the earlier phases and will thus undergo adjustment aimed at improving outcomes over the program period.

SRSEIP is fully aligned with Mozambique’s National Development Strategy (2015-2035). The strategy is designed to reduce the proportion of the population living in poverty; close the country’s infrastructure gap; and promote human and economic well-being through rapid, inclusive growth. The program will help Mozambique achieve the targets set out in the Sustainable Development Goals (SDGs), most directly helping to develop good-quality, reliable, sustainable, resilient infrastructure (SDG 9.1) and reduce the number of deaths and injuries from road traffic crashes through better infrastructure safety (SDG 3.6). The program will also help achieve other sectors’ targets, such as agricultural productivity through enhanced market access (SDG 2.1), reduction of food loss through better transport (SDG 12.3), and climate change adaptation and mitigation (SDG 13.1).

The project has the following five Components:

1. Component 1: Safe and Resilient Road Connectivity;
2. Component 2: Community Engagement and Women Empowerment;
3. Component 3: Improved Road Safety Management;
4. Component 4: Institutional Development and Project Management;
5. Component 5: Contingent Emergency Response Component (CERC).

The project will support improvement of the N1 North-South corridor, which is a key road link in the country and the most important infrastructure for unlocking the development potential in central and northern Mozambique and integrating the isolated provinces with the rest of the country. SRSEIP provides an opportunity to build climate resilience and road safety into N1 North-South corridor improvements from the start. Resolution of High Crash Risk locations and the implementation of safer schools’ improvements will be targeted on the full extent of the N1 through the project.

Support for community-based road maintenance works with strong gender considerations will follow a pilot project approach to developing appropriate mechanisms for feeder road interventions. A transport services study will be undertaken which is also intended to pilot mobility activities. These principal areas of focus provide a constant theme through the variety of project components and sub-components.

**The Southern Africa Trade and Connectivity Project (SATCP)** aims to increase regional trade coordination, reduce trade costs and time, develop regional value chains, and improve access to infrastructure.These objectives lead to investments along the Nacala and Beira Corridors connecting Mozambique to Malawi, and along the Maputo Corridor connecting Mozambique to South Africa through Ponta Do Ouro.

Building on the best operational and analytical evidence, the project uses an infrastructure-plus approach in design, combining the upgrade of border posts, ICT investments, roads upgrading, as well as targeted trade-related reforms and value chain development to advance regional integration. These joint project investments and activities are expected to lead to substantial economic benefits, including increased regional trade, income growth, job creation, and resilience. Positive economic spillovers should also benefit other countries in the sub-region.

The project has four components:

1. Reduce trade costs;
2. Improve regional coordination and project implementation;
3. Strengthen value chains for regional integration; and
4. Strengthen transport infrastructure to improve market access.

The four components in the project are synergistic and reinforce each other. They contribute to different sources of trade competitiveness and help reduce costs from the exporting firm to the importing market. This includes addressing behind-the-border costs (such as improving standards compliance, increasing the institutional capacity of authorities), at-the-border costs (accelerating border procedures, reducing trade restrictions) and all the costs involved in getting goods to and from the border – including both investments in hard infrastructure and improved logistics capabilities.

1. **GENERAL OBJECTIVES OF REQUIRED SERVICES**

The main objective of this consultancy services is to support ANE, IP in the implementation of the Mozambique Transport Portfolio in effective and efficient procurement and management of the large contracts for the Safer Roads for Socio-Economic Integration Program SRSEI and Southern Africa Trade and Connectivity Project SATCP projects through a dedicated core team for technical assistance.

Specific objectives of the assignment are:

1. **Investment planning.** Assist ANE in the preparation of investment plans for the upcoming 5 years, woth national level coverage. Asist ANE with the project preparaiotn planning and follow up.
2. **Preparation of bid documents and support during bid evaluation process.** Assist ANE with the technical and procurement support in the elaboration of bid documents for contractor selection, support for terms of reference preparation for recruitment of consultants, as well as support during the bid evaluation processes.
3. **Support of implementation of environmental and social safeguards, as well technical quality control of ongoing civil works contracts.**
4. **METHODOLOGY**

The services will be provided by a firm which will deploy a pool of experts in specified areas and working together with ANE´s staff on a day-to-day project management. It is expected that the pool of experts will works together as a team with same goal for the establishment of an internal project management system which among others addresses effectively the following:

* *Scope of Procurement*: procurement process support for complex or large value contracts and contract management implementation and follow up;
* *Scope management:* prior definition of the contents of the project and its control;
* *Cost management:* establishment of an internal process required to ensure that the project is completed within its critical timeframe (agreed by the GoM and the Bank) and at the best value for money;
* *Quality management:* that ensures that the project meets ANEs needs as outlined in this ToR;
* *Communication management:* that will ensure timely and appropriate collection, generation, reporting and archiving of project information, and;
* *Risk Management:* through a process of control that focuses on risk identification, analysis, evaluation and tracking and mitigation of its impact.

The system should be supported by common software management programme(s). However, since it must also be centred on the need for human development capacity to achieve project goals, supportive software, if any, will be installed with consent of ANE’s managers.

The system under which the program will be implemented will be presented to ANE, IP and approved before it is adopted by the Technical Assistant Consultant (TAC). After approval, it is mandatory that all TAC members be conversant with the system under which the program will be guided.

The TAC is required to present a methodology for the implementation of the assignment that takes into account the accomplishment of the following objectives:

1. Assisting ANE-IP in effective implementation of procurement and management of the large projects like SRSEIP and SATCP in Mozambique;
2. Assistance to PIU in the preparation of the project activities;
3. The methodology must detail how the TAC will achieve the objectives of this assignment and this will be measureable against targets, expressed in qualitative and quantitative parameters. The following factors must be considered:

* Final responsibility for any decision making rests with the Senior Management of ANE, with the specialists acting as an co-implementer arm of ANE;
* Recognize ANE´s line of communication and decision making, thus avoiding duplication of these already established norms and procedures;
* The involvement of national staff in discussions and decision-making processes, including necessary training with well developed training program, objectives and method for evaluation of training achievements. The outcome of the training process should be the strengthening of ANE´s assigned personnel in carrying out all duties independently and efficiently;
* The challenging technical problems, methods of implementation, technological innovations and applications providing solutions for climate resilient roads (resistant to heavy rain falls and floods), with particular use of local materials and speed of implementation should be born in mind.

1. The TAC must demonstrate a wide range of complementary skills that covers aspects of roads and appurtenant structures, in areas such as: geometric design, materials and pavement designs, low-volume roads, drainage and hydraulic design, bridges, programming, quality and cost control management and site supervision, in addition to the detailed requirement for the individual position requirement as detailed below.
2. **REQUIRED SPECIALISTS**

The Consultant firm is expected to facilitate the selection and recruitment of the experts from a draw down menu of expertises. The Consultant will ensure efficient and accurate of the management of the project management team of experts. A core team and a short teams will provide “in time” quality support and advise in the areas related to thier contract.

The assignment of the TAC requires a team working group consisting of 17 key professionals to be provided by the consultant to team-up with ANEs internal staff that will be specifically assigned for the project. Of the 17 specialists, 12 from the transversal areas will work at the level of Sofala, Cabo Delgado and Zambezia provinces. It is paramount that the team works as such in view of achieving project objective in a professional and harmonious environment lead by a qualified team leader.

The TAC will be based in ANE headquarters, within its dedicated unit and will be reporting to the Director General or his designated representative and it will be working on a full time basis. The TAC team members from the consultant firm must have the following qualification and competence as minimum:

**5.1 Position 1: Team Leader/Project Manager**

**Duties**

Working alongside his team group and the ANE, IP – Project Implementation Unit (PIU), the Team Leader shall fulfill his duties as detailed, but not be limited to:

* Provide required assistance in preparation, together with the project team, of the monitoring program for the project, establishment of key indicators that continuously and progressively tracks the overall implementation of the stated Mozambique Portfolio Project;
* Responsible for all administrative, legal and financial issues related to financial allocations to the contract, issuing addenda to the Contract, if required. In these matters she/he will liaise closely with the Client;
* Lead the TAC members on every aspect of the program, ranging from planning and environmental issues, socio-economic and HIV/AIDS elements incorporated within the assignment and promote an effective dialogue within the group, and associated ANE, IP – PIU;
* Monitor project milestones, deliverables and reports to ANE´s Senior Management represented by the Director General as well as to the World Bank;
* Review and advise on technical and financial proposals and contract negotiations for consultancy and civil works contracts;
* Participate with the project team in monitoring the progress of the project, monitoring the quality of the work of the contractor and monitoring consultant of the civil works to be recruited in due course and report promptly to Director General. Provide written professional input for each of these activities;
* Institute a computerized project monitoring and control system based on MS Project or other industry standard project management software that is compatible with other financial management and reporting systems in use in ANE. Ensure uniformity of construction management and reporting practices and effect periodic spot checks to test the integrity of such reporting. This will follow up the approval of the management system and should be put in place within 60 day from approval;
* Participate in site meetings and advise ANE on effective and proactive measures to avoid situations that may give rise to deviations and contractual claims;
* Assist ANE in contract negotiations, assessments, and management of contract-related issues (e.g., claims);
* Assist in the coordination of technical and financial aspects of contract management (review monitoring consultants recommendations to ANE and issue professional un-biased opinion to ANE, recommend approval for payments to the monitoring consultant as well as contractor/(s), budget management, claims negotiations, Final Settlements, etc.), including coordination with ANE’s Financial Department to develop a full project monitoring system;
* Develop and deliver progress reports, proposals, requirements documentation, and presentations.

**Qualifications**

The Team Leader must have qualifications and experience to enable him or her to carry out the above mentioned duties in a pro-active and dynamic fashion. Therefore,15 plus years of working experience after graduation is mandatory of which more than 10 years as team leader on similar projects.

The candidate should have proven managerial ability in the context of a heterogeneous team composed of consultants, experts and local staff. He/she should demonstrate proven capability to perform efficiently and effectively in a highly demanding and fluid working environment, and the ability to meet tight deadlines. Excellent written and spoken communication skills are also essential. Specific qualifications include:

* Professional membership in engineering institutions or associations.
* Qualified civil engineer (minimum of BSc) with a minimum of 15 years experience in the implementation and execution of civil engineering projects, with particular focus on the technical and contractual management of major road and bridge rehabilitations and large scale projects. Required proven managerial skills and past record.
* Knowledge of project management techniques and tools.
* Previous proven involvement, in leading role, for design and build type of projects.
* Post-graduate work in construction-related subjects would be an advantage.
* Must be conversant with the Word Bank guidelines, FIDIC and OPBRC civil engineering contract forms, SATCC, ASHTO design guidelines as well as technical recommendation documents. Experience with a range of multilateral and bilateral donors requirements is desirable.
* Experience with engineering and construction practices in Mozambique, Africa, or developing countries, will be desirable.
* Must comfortable work with all levels of senior management and junior staff, with ability to mentor, coach and train staff.
* High level of computer literacy, specially including Microsoft Excel, Microsoft Word, and MS Project;
* Excellent fluency in English language is required and a working knowledge of Portuguese language (speaking, reading and writing) is desirable.

**5.2 Position 2: Procurement Senior Specialist**

**Duties**

The main duty of the Procurement Senior Specialist is to assist ANE, IP to meet its procurement targets in terms of time and in accordance with all requirements. The Procurement Senoir Specialist must be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the procurement plan. The Procurement Senior Specialist shall also prepare and update the Project’s Annual Procurement Plan and obtain the "No Objection" from the Bank using STEP and assist in the formulation, updating, monitoring and reporting of the procurement plan.

Working alongside TAC members and in twinning with ANE, IP procurement officers, the procurement specialist duties include, but are not limited to:

* Prepare, regularly update and monitor implementation of the Procurement Plan for services, goods and works for large contracts in full compliance with Banks rules and procedures.
* He/She will be required to establish an effective dialogue within the TAC group to make certain that the procurement plan is relevant and feasible.
* He/She will permanently ensure that:
* All acquisitions of goods, services and civil works planned are included in the Procurement Plan;
* The source of financing and procurement method are correctly specified;
* Reasonable estimates of costs and procurement time schedules are established.
* Monitor procurement plan continuously with the objectives of:
* Tracking actual progress for each procurement process;
* Identifying processes that are delayed;
* Ascertaining the causes of delays;
* Proposing corrective actions where delays exist;
* Preparing regular reports on progress of procurement processes, to be presented to ANE senior management and the Bank involved ordinarily or extra-ordinarily as and when requested by the head PIU or ANE´s Director General.
* Assist ANE´s procurement division “DEA” in the implementation and management of tenders by advising regarding:
* Preparation and verification of tender documents to ensure that they are properly formulated in terms of specifications and procedural requirements;
* Adherence to World Bank procurement and financing and regulations;
* Timely preparation of all required requests for prior approval (“no objections”), notification letters, evaluation reports, and other correspondence with World Bank and tenders;
* Finalization of contracts including preparation of contract documents, organization of negotiations, all other actions necessary to execute the contract;
* Ensure that all procurement documentation is maintained systematically and completely (i.e., procurement files), both in electronic and paper form, as required by financer and best practice;
* The development of a procurement plan database with a user-friendly interface that facilitates the preparation, updating and monitoring and reporting of procurement progress.

**Qualifications**

The Procurement Senior Specialist should have qualifications and experience to enable him or her to carry out the above mentioned duties in a pro-active and dynamic fashion. The candidate should have proven managerial ability in the context of a heterogeneous team composed of consultants, experts and local staff. He/she should demonstrate proven capability to perform efficiently and effectively in a highly demanding and fluid working environment, and the ability to meet tight deadlines. Excellent written and spoken communication skills are also essential.

**Specific qualifications include:**

* + University Engineering degree in Civil, Mechanical, Electrical, Architecture or Law, with minimum of 15 years relevant experience in procurement and project management;
  + Must be familiar with World Bank procurement guidelines and must be familiar of FIDIC and OPBRC methodologies and specifications;
  + Proven experience in the use and application of the procurement procedures of World Bank for civil works, goods and consultants is mandatory;
  + Capable of producing required quality Bidding Documents, RFPs, and standard contract forms;
  + Support actively the PIU team in procurement and negotiation of contracts with contractors, and consultants, including drafting and/or review of such contracts;
  + Able to keep to tight schedules and manage his supporting team to do the same;
  + Institute a computerized project monitoring and control system based on MS Project or other industry standard project management software that is compatible with other financial management and reporting systems in use in ANE. Ensure uniformity of construction management and reporting practices and effect periodic spot checks to test the integrity of such reporting. This will follow up the approval of the management system and should be put in place within 60 day from approval;
  + Must have a high level of computer literacy, especially in MS Word, Excel, MS Project, MS PowerPoint and understand the functioning of databases is strongly desired;
  + Fluency in English language is required and a working knowledge of Portuguese language (speaking, reading and writing) is desirable.

**5.3 Position 3: Procurement Junior Specialist (2 positions)**

**Duties**

The main duty of the Procurement Junior Specialist is to assist the Procurement Senior Specialist of TAC and ANE, IP-PIU to meet its procurement targets in terms of time and in accordance with all requirements. The Procurement Junior Specialist must be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the procurement plan. The Procurement Junior Specialist shall also assist in the formulation, updating, monitoring and reporting of the procurement plan.

Working alongside TAC members and in twinning with ANE procurement officers, the Procurement Junior Specialist duties include, but are not limited to:

* Using the World Bank’s Standard Bidding Documents, prepare project’s customized Bidding Documents and Request for Proposals (RFP);
* Prepare and update the Project’s Annual Procurement Plan and obtain the "No Objection" from the Bank using STEP;
* Prepare the General Procurement Notices (GPN), and Specific Procurement Notices (SPN), and Expression of Interests (EOI) when required;
* Establish a register of qualified suppliers and consultants and periodically update per project advertisements and consultant request;
* Coordinate the preparation of Terms of Reference and Specifications for the Procurement activities;
* Initiate the procurement processes, and participate in the preparation of the short lists and pre-qualification of suppliers where necessary;
* Coordinate the response to the inquires, and communicate the results of the evaluation process to the applicants;
* Coordinate the preparation of Bidding Documents and RFPs and issue the documents to the respective bidders and consultants;
* Initiate and coordinate the procurement process for international and local procurement;
* In cases of procurement actions requiring IDA “No Objection”, coordinate the dispatch of procurement documents to IDA, monitor IDA response time on issuing “No Objections” at different levels of the procurement process and follow-up accordingly;
* Monitor and ensure timely responses to procurement questions raised by the World Bank;
* Follow-up with the short-listed consultants within 10 days of RFP dispatch to ensure their participation in the procurement exercise;
* Participate in constitution of the Evaluation Committees and assume the role of the Committee’s secretary in recording the minutes of the meetings;
* Prepare the minutes of the Evaluation Committee meetings, and request for “No Objection” letters;
* Coordinate arrangements for the negotiation process, where necessary;
* Prepare the final contracts, and ensure timely distribution of all relevant procurement and contract documents;
* Ensure timely receipt of the Goods and consultant’s monthly status reports;
* Establish a performance monitoring database for all suppliers and consultants, and ensure timely updates of the system;
* Establish a central procurement filing system, and ensure all related documents are included in the respective files;
* Monitor and follow up the evaluation process of the tenders;
* Upload all the post review process in the STEP after the stage has
  + - occurred.

**Qualifications**

The Procurement Junior Specialist should have qualifications and experience to enable him or her to carry out the above mentioned duties in a pro-active and dynamic fashion. The candidate should have proven managerial ability in the context of a heterogeneous team composed of consultants, experts and local staff. He/she should demonstrate proven capability to perform efficiently and effectively in a highly demanding and fluid working environment, and the ability to meet tight deadlines. Excellent written and spoken communication skills are also essential.

**Specific qualifications include:**

* + University Engineering degree in Civil, Mechanical, Electrical, Architecture or Law, business administration or similar with minimum of 2 years relevant experience in procurement and project management;
  + Must be conversant with World Bank procurement guidelines and it is desirebable to have a good knowledge of FIDIC and OPBRC methodologies and specifications;
  + Proven experience in the use and application of the procurement procedures of World Bank for civil works, goods and consultants would be a plus;
  + Capable of producing required quality Bidding Documents, RFPs, and standard contract forms;
  + Support actively the PIU team in procurement and negotiation of contracts with contractors, and consultants, including drafting and/or review of such contracts;
  + Able to keep to tight schedules and manage his supporting team to do the same;
  + Institute a computerized project monitoring and control system based on MS Project or other industry standard project management software that is compatible with other financial management and reporting systems in use in ANE, IP. Ensure uniformity of construction management and reporting practices and effect periodic spot checks to test the integrity of such reporting. This will follow up the approval of the management system and should be put in place within 60 day from approval;
  + Must have a high level of computer literacy, especially in MS Word, Excel, MS Project, MS PowerPoint and an understanding of the functioning of databases is strongly desired;
  + Fluency in English language is required and a working knowledge of Portuguese language (speaking, reading and writing) is desirable.

**5.4 Position 4: Road Safety Specialist**

**Duties**

The duties will include but will not necessarily be limited to:

* **Task 1:** Road Safety Specialist/ Road Safety Engineer will undertake a desk study and review the Contractor Designs and the Monitoring Consultant recommendations of the OPRC Contract document.
* Review available crash data; Review accident data after commencement of construction works and inspect the accident location
* **Task 2:** Further, the Road Safety Specialist/ Road Safety Engineer will: visit the Roads to gain a full understanding of the existing situation and how the new or improved roads will affect the community and local environment (including land uses). In addition, review contractor’s traffic counts undertaken by the Contractor during the design stage and in order to verify the contractor’s traffic data review the historical traffic data available from the ANE.
* **Task 3:** The Road Safety Specialist, using international guidance and best practice (e.g, recent guidance from the World Bank’s Global Road Safety Facility on Safe Systems and Road Design://www.roadsafetyfacility.org/publications/integrating-safety-road-design), will carry out review for the entire alignment of the N1 Corridor subject to this contract sections and consider road safety in all aspects of any realignment proposals and the designs including road geometry, sight distances, skid resistance of pavements, traffic signs and road markings, roadside hazards, junctions and provisions for turning, pedestrians and cyclists, slow moving traffic, informal shopping areas, schools, hospitals, bus bays, markets and, where available, shall take due cognizance of historical collision data or known areas of poor safety record from existing information. The review will includes
* Provide advisory support, on-the-job training and knowledge transfer to ANE, IP personnel regarding all aspects of road safety management within the road environment (information, road safety audits, impact studies, design, road signs and markings, terms of reference, review of road safety performance indicators, etc.);
* Advise ANE, IP on required improvements to speed limit setting processes and broader speed management activity required to support these speed limits, including through the provision of traffic calming measures and police enforcement;
* Advise on the development of procedures for effective risk assessment processes, including iRAP assessments, crash investigation, the preparation of road safety audits, and other appropriate methods for the identification of points of high crash risk along the road;
* Monitoring the preparation of an Action Plan to improve road safety data, including improved collection of road crash data and the development of a road crash database;
* Review of the hazardous location identification system;
* Advise the ANE, IP on the appropriateness and compilation of standards, specifications and other documentation on road safety, geometric design and signage, compatible with the SADC standards being used in Mozambique;
* Identify specific training needs in the area of road safety and recommend an effective training program for ANE, IP staff;
* Provide the necessary expertise, advice, support, training and other services to implement the Road Safety Action Plan;
* Identify and propose measures to strengthening the post–crash response in Mozambique;
* Advise on the implementation of road safety activities under the World Bank funded projects and others.

1. **DELIVERABLES**

In addition to the plans for day-to-day support to ANE, IP personnel during the times spent at their offices, the Senior Road Safety Specialist will also produce relevant documents to be used as guidelines after the contract expires. Documents may be written originally in English. All documents are to be submitted in electronic format in original (MS Word, Excel, etc.) and pdf format.

The proposed documents will include the following (to be finalized during the inception phase of the consultancy)

* + 1. **Monitoring documents:**
       - Inception Report: to be submitted within four weeks of commencement and including a detailed plan of the Road Safety Specialist involvement with ANE, IP;
       - Implementation Plan for Road Safety activities to be submitted within one month of the start of the Technical Assistance;
       - Quarterly Progress Reports.
    2. **Road Safety Action Plan and Budget:** 
       - To include specific, prioritized, time-based actions;
       - All activities to be fully costed;
       - Where appropriate, draft Terms of Reference or specifications to be prepared.

Note: this plan should be coordinated with INATRO’s national plan but is to address areas under the responsibility of the road sector institutions.

* + 1. **Preparation and review of guidelines and technical reports with support from ANE, IP:**
       - Guidelines and procedures for the preparation of road safety audits;
       - Action Plan to improve the road safety database;
       - Design standards, specifications, signage and other documentation or manuals relating to road safety, as appropriate;
       - Training needs assessment and recommendations on training for the ANE, IP staff;
       - Guidelines for the development of a Road Safety Management System in Mozambique.

**QUALIFICATIONS REQUIREMENTS**

* The Senior Road Safety Specialist should have the minimum following qualifications and experience:
* Master’s Degree in Transportation Engineering (Degree in road safety) or suitable academic qualification, preferably a qualified civil engineer or other discipline related to road safety;
* At least 15 years professional experience in road design environment, and at least 12 years’ experience in areas directly related to road safety including road safety audits;
* Specific experience related to improving road safety in developing countries;
* Specific experience related to development of national strategies and action plans;
* Experience with provision of training and capacity building for road safety stakeholders.
* Road safety engineering (including road safety audit, crash data collection and analysis, blackspot identification, design of remedial measures and safe system approach);
* Good understanding of iRAP assessment is strongly recommended;
* Fluency in spoken and written English, knowledge of Portuguese is desirable.
* Other desirable qualities include:
  + Capability to work under pressure and multidisciplinary teams;
  + High sense of responsibility and professionalism;

**5.5 Position 5 - Senior Gender-Based Violence Specialist (3 Position One Senior and two Junior)**

**Duties**

The main duty of the Gender-Based ViolenceSpecialist is to assist the Project Manager of TAC and ANE, IP-PIU at the provincial level Sofala, Cabo Delgado and Zambezia to meet its identification of SEA/SH risks and development of risk mitigation strategies in terms of time and in accordance with all requirements. The Gender-Based ViolenceSpecialist must be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the social risk management instruments as well as instruments related to SEA/SH risk management.

Working alongside TAC members and in twinning with ANE, IP – PIU Delegations, the Senior Gender-Based ViolenceSpecialist duties include, but are not limited to:

Identification of SEA/SH risks and development of risk mitigation strategies

* Assist the Project Implementation Unit with the development and implementation of the social risk management instruments as well as instruments related to SEA/SH risk management in accordance with related norms, regulations and approved guidelines under the Environmental and Social Framework and relevant World Bank guidance on SEA/SH risk mitigation in civil works projects, including SEA/SH risk mitigation measures under the project’s SEA/SH Prevention and Response Action Plan as well as any GBV or social risk assessments.
* Provide technical advice and guidance for all aspects of SEA/SH risk management instruments requested by the financing entity, included but not limited to: ESMF, SEP, LMP, RPF, ESIA/ESMPs, RAP/ARAPs, Grievance Redress Mechanisms, as well as Codes of Conduct to address SEA/SH, etc.

Implementation and supervision of SEA/SH risk mitigation and prevention activities

* Assist and advise on the development and ensure the insertion of relevant clauses addressing SEA/SH risk in the bidding documents and contracts for provision of civil works in accordance with the environmental and social instruments of the project, and report on non-compliance and corrective actions.
* Serve as a liaison and collaborate with the GBV service provider or any other external technical assistance service provider or consultant, including a third-party monitor, which may be hired to assist with implementation of SEA/SH risk mitigation measures, including the development of service provider or consultant terms of reference.
* Assist and advise during review and clearance of SEA/SH instruments, progress reports, action plans, SEA/SH audits.
* Participate and provide technical inputs during the supervision missions, GBV service-mapping exercises, and GBV, including SEA/SH, risk assessments.
* Support the understanding of core GBV concepts, including SEA/SH and violence against children as well as the survivor-centered approach, and the development of SEA/SH risk management capacity within the Project Implementation Unit as well as other project actors, including through trainings and workshops as needed.
* Provide technical assistance regarding SEA/SH risk to ANE in interaction with the works supervision consultants, contractors and inspection companies for compliance with recommendations under the code of conduct.
* Support the development and implementation of a SEA/SH-sensitive grievance redress mechanism, including appropriate service-mapping information as well as survivor response and information-sharing protocols, in accordance with a survivor-centered approach.
* Advise and collaborate in the implementation of SEA/SH risk mitigation measures, corrective action plans, and root cause analysis of reported incidents of abuse or misconduct, in collaboration with the GBV service provider and other stakeholders of the multi-sectoral mechanism at the central level.
* Advise on and provide technical support to high-level reporting of SEA/SH incidents at ANE level in collaboration with the Financing Entity.
* Assist and advise on public participation and citizen engagement at Project and Sub-project level for women and girls and other vulnerable groups in a safe and confidential manner.
* Coordinate with IFRDP environmental and social safeguards officers, as well as the Social Specialist for the SRSEI and SATCPproject and any social and GBV specialists hired at the provincial level.
* Coordinate with MOPHRH Senior Advisors as well as with the Crosscutting Division Affairs at ANE, IP Level-Headquarters, Provincial Delegations of ANE, IP, with social safeguards focal points, and with other beneficiary institutions of the project.
* Participate in internal and external coordination meetings, including with the Financing Entity, pertaining to implementation of social and SEA/SH risk management.
* Participate in coordination meetings related to project implementation, including with the GBV service provider, contractors, and supervision engineer.

Monitoring and evaluation

* Define relevant and measurable social and gender-sensitive performance indicators, including those regarding implementation of SEA/SH risk mitigation measures, and monitor them.
* Assist in the supervision of activities to be implemented by the GBV service provider and other project contractors, including participation as needed in field missions and monitoring visits to work sites.
* Prepare concise monthly reports in Portuguese and English of progress in activity implementation.
* Contribute to the project progress reports, briefings, implementation support missions and feedback on the progress for SEA/SH aspects.

**QUALIFICATIONS**

* University Degree in Social Science, Humanities, Gender, Health, Law, or related field.
* At least 10 years for senior and 2 years for junior of professional experience in arena of gender equality and implementation of gender-based violence (GBV) prevention and response programming, including themes related to violence against children, intimate partner violence and/or sexual exploitation and abuse and sexual harassment.
* Excellent knowledge and understanding regarding the principles of a survivor-centered approach, access to holistic care, confidential and ethical management of survivor and complaint data, and best practices in GBV prevention and response programming, including survivor care principles for minors.
* Five years of experience in collaborating with government institutions working in the area of GBV prevention and response programming, including SEA/SH.
* Experience working on community or stakeholder engagement programming as well as with vulnerable or traditionally marginalized communities.
* Experience in conducting training activities involving a range of adult audiences regarding GBV prevention and response, protection of women’s and children’s rights, and/or sexual and reproductive rights and health.
* Understanding of the Mozambican legislative framework regarding human rights, gender equality, women’s and children’s rights, and violence against women and girls.
* Professional experience in the preparation or supervision of social risk management instruments for large infrastructure projects that meet the requirements of International Financial Institutions would be an asset.
* Experience with the World Bank’s social safeguards policies will likewise be considered as an advantage.
* Fluency in Portuguese and English is required.
* Excellent communication, coordination and teamwork skills.

**5.6 Position 6: Environmental Specialist (3 position one Senior and two Junior)**

**Duties**

The main duty of the Environmental Specialistis to assist the Project Manager of TAC and ANE, IP-PIU at the provincial levels Sofala, Cabo Delgado and Zambezia to meet its responsible for ensuring that the EHS risks and impacts potentially generated by the project activities are managed in a manner consistent with the World Bank Environmental and Social Framework (ESF) in terms of time and in accordance with all requirements. The Environmental Specialistmust be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the social risk management instruments as well as instruments related to SEA/SH risk management.

Under the supervision of the Project Manager of TAC and ANE, IP-PIU at the provincial level Sofala, Cabo Delgado and Zambezia, the Environmental Specialist will be responsible for ensuring that the EHS risks and impacts potentially generated by the project activities are managed in a manner consistent with the World Bank Environmental and Social Framework (ESF), following the requirements stated in the environmental and social instruments prepared for the project, including the ESCP, Environmental and Social Management Framework (ESMF), Labor Management Procedures (LMP), Stakeholder Engagement Plan (SEP), Security Risk Assessment (SRA), and Security Management Plan (SMP). The Environmental Specialist will work in close collaboration with other specialists based in the PIU, particularly, the Social Development Specialist and the Gender-Based Violence Specialist.

The Environmental Specialist will have the following main duties and responsibilities:

* Assist the Project Manager of TAC and ANE, IP-PIU at the provincial level Sofala, Cabo Delgado and Zambezia with the efficient implementation of EHS risk management, in accordance with related norms, regulations and approved guidelines.
* Continuously monitor the EHS performance of Contractors and Monitoring Consultant in accordance with the metrics specified in their respective contracts, and review and validate the monthly EHS monitoring reports prepared by them.
* Assist the PIU in preparing quarterly monitoring reports on the Environmental, Social, Health and Safety (ESHS) performance of the Project, including, but not limited to, the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), and other aspects detailed in the Project’s ESMF**.**
* Maintain up-to-date records (daily/monthly) of works completed by the Contractor and the Monitoring Consultant to verify compliance with the EHS aspects specified in their respective contracts.
* Assist the PIU in the notification, investigation and management of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. Immediately inform the PIU about any event that have the potential to cause adverse impacts to the environment (i.e. pollution, soil contamination, etc) and make proposals to minimize and mitigate the impacts.
* Provide technical advice and guidance for the implementation of the project in a manner materially consistent with the EHS requirements of the Environmental and Social Standards (ESSs), namely those specified in the E&S instruments prepared for the Project and in the Project Operational Manual (POM).
* Provide technical advice and guidance for an effective and inclusive engagement with project-affected parties and other stakeholders throughout the project life cycle on EHS issues that could potentially affect them.
* Assist and advise the PIU in ensuring that stakeholders’ views are considered in the project EHS performance.
* Assist the PIU in ensuring that appropriate project information on EHS risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and culturally appropriate manner and format.
* Screen the environmental risks and impacts of all subprojects, classify their environmental risk, identify the required instruments and support their preparation (internally or through hiring of consultant services).
* Ensure that Contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.
* Assist in obtaining and verifying that the Contractors have obtained as applicable, the licences, consents and authorizations applicable to the Project from the relevant national authorities;
* Ensure that consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.
* Develop and implement Occupational Health and Safety measures in accordance with the national regulations, best international practices (ISO 45001:2018, OHSAS 18001:2007 or equivalent Occupation Health and Safety certification), and ESS2 (Labor and Working Conditions).
* Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, Project workers' behavior, workflow risks, emergency response, security risks, spread of infectious diseases, including Covid-19, and ensure that mitigation measures are included in the Environmental and Social Impact Assessments (ESIAs) / Environmental and Social Management Plans (ESMPs), Construction-ESMP (C-ESMP) and other instruments to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.
* Ensure that Contractors prepare and implement Traffic Management Plans to manage traffic and road safety risks, including emergency communication in case of accidents and incidents. Then, assist in the implementation of such plans.
* Develop and implement measures and actions to manage any risks and impacts on biodiversity and ecosystem services as part of the ESMF and ESIA/ESMP prepared for the Project, consistent with the ESS6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources).
* Assist the PIU in ensuring that the environmental risks and impacts of the contractor’s activities comply with the Project’s Environmental and Social Management Plan (ESMP) and the C-ESMPs and others operational documents.
* Collaborate with the Procurement Specialist in the preparation of bidding documents and contracts for civil works to ensure the inclusion of the EHS clauses in accordance with the environmental and social instruments of the project. During the execution of such contracts, report on non-compliances and assist in the identification and implementation of corrective actions.
* Assist and advise during review and clearance of environmental and social, instruments, progress reports, action plans, environmental audits.
* Participate and provide technical inputs during the supervision missions.
* Support the development of environmental and social risk management capacity within the PIU, including through trainings and workshops as needed.
* Participate in internal and external coordination meetings, including with the Financing Entity, pertaining to implementation of environmental and social risk management.
* Support the PIU in interaction with the works supervision consultants, contractors and inspection companies for compliance with recommendations under the code of conduct.
* Prepare concise monthly and quarterly reports in Portuguese and English of progress in activity implementation.
* Participate in coordination meetings related to project implementation, Third Party Monitoring (TPM), contractors, and supervision engineer.

**QUALIFICATIONS**

* University Degree (5-year Degree or more) in Environmental Engineering, Environmental Management, or a closely related discipline.
* At least 10 years for senior and 2 years for junior of proven experience in assessing and managing environmental risks and impacts for infrastructure projects.
* At least 3 years of proven experience for Senior Environmental Specialist in preparing, implementing and supervising environmental, health and safety (EHS) risk management instruments for infrastructure projects (preferably for linear infrastructure projects) that meet the requirements of International Financial Institutions.
* Having ISO 45001:2018, OHSAS 18001:2007 or equivalent certification in Occupational Health and Safety is considered a relevant advantage.
* Knowledge and experience applying national Environmental regulations, including, but not limited to, environmental quality and effluent emission standards, waste management, land and water use, as well as the World Bank Group EHS Guidelines.
* Knowledge of climate resilience and risk mitigation associated with road projects.
* Proven experience on projects funded under the World Bank’s Operational Policies or Environmental and Social Framework.
* Be familiar with the environmental, social and economic conditions prevailing in Mozambique, or have relevant experience from other countries with similar environmental characteristics;
* Fluency in Portuguese and English is required.
* Strong communication skills.
* Proven ability to work in multidisciplinary teams and coordinate tasks.

**5.7 Position 7: Occupational Health and Safety Officer (3 positions one Senior and two Junior)**

**Duties**

The main duty of the Occupational Health and Safety Officeris to assist the Project Manager of TAC and ANE, IP-PIU at the provincial level Sofala, Cabo Delgado and Zambezia to ensure that project health and safety risks are effectively managed, in accordance with related norms, regulations and approved health and safety guidelines in terms of time and in accordance with all requirements. The Occupational Health and Safety Officer must be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the health and safety aspects and risk management instruments as well as instruments related to SEA/SH risk management.

Working alongside TAC members and in twinning with ANE, IP – PIU Delegations, the Occupational Health and Safety Officerduties include, but are not limited to:

* Assist the Project Implementation Unit (PIU) to ensure that project health and safety risks are effectively managed, in accordance with related norms, regulations and approved health and safety guidelines;
* Verify that the project Contractors comply with the obligation, develop and implement effective health and safety management systems, which minimize the risk of incidents and accidents during civil works execution;
* Maintain up-to-date records (monthly) of works completed by the Contractor to verify the fulfillment of the health and safety aspects as per the contract;
* Provide technical advice and guidance for the effective implementation of all aspects of Environmental Standards requested by the financing entity, included but not limited to: ESIA/ESMPs, Grievance Redress Mechanisms, Codes of Conduct, Occupational Health and Safety procedures.
* Provide technical advice and guidance for an effective and inclusive engagement with project-affected parties throughout the project life cycle on health and safety issues that could potentially affect them;
* Assist and advise the Project Implementation Unit in ensuring that stakeholders’ views are taken into account regarding project health and safety performance;
* Assist the Project Implementation Unit in ensuring that appropriate project information on health and safety risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format;
* Continuously monitor the Contractor’s and Supervision Consultant Team on the site progress versus the approved program and working methods with reference to the health and safety aspects;
* Assist the Project Implementation Unit in ensuring that the health and safety aspects of the Contractor’s activities comply with the Project’s Environmental and Social Management Plan, Contractor’s Environmental and Social Management Plans, Health and Safety Plan and Emergency Management Plan;
* Assist and advise during review and clearance of environmental and social, instruments, progress reports, action plans, SEA/SH audits;
* Participate and provide technical inputs on health and safety during the supervision missions;
* Participate in internal and external coordination meetings, including with the Financing Entity, pertaining to implementation of environmental and social risk management (including Health and Safety Plan, emergency procedures etc);
* Immediately inform the Project Implementation Unit about any event that has the potential to cause adverse impacts to the environment (i.e. pollution, soil contamination, etc) and make proposals to minimize and mitigate the impacts;
* Provide technical assistance to ANE in interaction with the works supervision consultants, contractors and inspection companies for compliance with recommendations under the code of conduct;
* Advise and collaborate in the implementation of the root cause analysis, mitigation measures, and corrective action plans, and of reported incidents of abuse or misconduct, including for workplace and community safety as well as SEA/SH, in collaboration with the GBV service provider and other stakeholders of the multi-sectorial mechanism at the central level;
* Contribute to the preparation of concise monthly and quarterly reports in Portuguese and English of progress in activity implementation;
* Participate in coordination meetings related to project implementation, including with the GBV service provider, contractors, and monitoring/supervision engineers;
* Contribute in the project progress reports, briefings, implementation support missions and feedback on the progress for environmental, health and safety safeguards aspects;
* Develop health and safety systems within the ANE IP, including the development of health and safety guidelines;
* Prepare and implement regular capacity building sessions for ANE, IP personnel (Headquarter and Delegations), members of PIU (Headquarter and delegation), and appointed consultants and contractors.

**QUALIFICATIONS**

* University Degree in Environmental Management, Social Science or a closely related discipline.
* Certification such as OSHAS ISO 450001, NEBOSH or SAMTRAC, etc.;
* He/ She shall have at least 10 years for senior and 2 years for junior of experience obtained from working on health and safety risk assessment, accident/ incident investigation, implementation or supervision of health and safety risk management instruments for large infrastructure projects that meet the requirements of International Financing Institutions, etc;
* Experience in Climate change Adaptation and Mitigation actions;
* Knowledge and experience on current national legislation on health and safety regulation including the World Bank requirements;
* Experience of the World Bank’s (WB) environmental and social safeguard policies, especially the Environmental and Social Standards and the WB Group General Environmental, Health and Safety Guidelines;
* Be familiar with the environmental, social and economic conditions prevailing in Mozambique, or have relevant experience from other countries with similar socio-economic and environmental characteristics;
* Fluency in Portuguese and English is required;
* Excellent communication, coordination and teamwork skills

**5.8 Position 8: Social Specialist (3 positions one Senior and two Junior)**

**Duties**

The main duty of the Social Specialistis to assist the Project Manager of TAC and ANE, IP-PIU at the provincial level Sofala, Cabo Delgado and Zambezia to ensure Project implementation complies  with the World Bank Social Standards under the ESF, on assessment and management of project social risks; labour and working conditions community health and safety; land acquisition or restriction on land use and involuntary resettlement, stakeholder engagement and information disclosure and Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).  The Social Specialistmust be proactive in assisting in the identification and remedy of any problems which hinder the timely implementation of the Social risk management instruments as well as instruments related to GBV, SEA/SH risk management.

Working alongside TAC members and in twinning with ANE, IP – PIU Delegations, the Occupational Health and Safety Officerduties include, but are not limited to:

The specific tasks of the SDS, to be undertaken in close coordination with units of SRSEI and SATCP, ANE/RF, and Local governments, Private sector, NGO’s and Community-based organizations staff responsible for the implementation of the Project activities will include the following:

Assessment and Management of project social risks

* In order to achieve project social outcomes consistent with the Bank standards, support the assessment, management and monitoring of social risks and impacts associated with each stage of a sub-projects
* Actively participate in subproject social assessment to ensure that projects are socially sound and sustainable. The social assessment will be proportionate to the risks and impacts of the project, and it will inform the design of the project, and be used to identify mitigation measures and actions and to improve decision making
* Manage social risks and impacts of the project throughout the project life-cycle in a systematic manner, proportionate to the nature and scale of the subproject and the potential risks and impacts;
* Assist the Project Implementation Unit (PIU) with the efficient implementation of social safeguards, in accordance with related norms, regulations and approved guidelines.
* Monitor Contractors compliance with obligations concerning the proposed or the updated measures introduced to mitigate social impact of the works.
* Maintain up-to-date records (weekly/monthly) of works completed by the Contractor and the Monitoring Consultant to verify the fulfillment social aspects as per the contract.
* Provide technical advice and guidance for the good implementation of all aspects of Social Standards requested by the financing entity, included but not limited to: ESMF, RPF, ESIA/ESMPs, RAP/ARAPs, LMP, SEP, Grievance Redress Mechanisms, Codes of Conduct to a good social performance; the Social Specialist should also collaborate with the GBV Specialist in the supervision of the SEA/SH Action Plan and related risk mitigation measures for the project, including codes of conduct as noted above.
* Provide technical advice and guidance for an effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them.
* Assist and advise the PIU in ensuring that stakeholders’ views are considered regarding to project social performance
* Assist the PIU in ensuring that appropriate project information on social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner and format.
* Continuously monitor the Contractor’s and Supervision Consultant Team on the site progress versus the approved program and working methods with reference to the social aspects.
* Assist the Project Implementation Unit in ensuring that the social impacts of the contractor’s activities comply with the Environmental and Social Management Plan and the Contractor’s Environmental and Social Management Plans.
* Ensure the insertion of social clauses in the bidding documents and contracts of civil works in accordance with the environmental and social instruments of the project, including provisions related to mitigation of SEA/SH-related risks, and report on non-compliance and corrective actions.
* Assist and advise during review and clearance of environmental and social, instruments, progress reports, action plans, SEA/SH audits.
* Participate and provide technical inputs during the environmental and social supervision missions.
* Support the development of environmental and social risk management capacity within the Project Implementation Unit, including through trainings and workshops as needed.
* Participate in internal and external coordination meetings, including with the Financing Entity, pertaining to implementation of environmental and social risk management.
* Provide technical assistance to ANE in interaction with the works supervision consultants, contractors, and inspection companies for compliance with recommendations under the code of conduct.
* Advise and collaborate in the implementation of mitigation measures, corrective action plans, and root cause analysis of reported incidents of abuse or misconduct, including for workplace and community safety as well as SEA/SH, in collaboration with the GBV specialist and other stakeholders of the multi-sectorial mechanism at the local level.
* Advise on and provide technical support to high-level reporting of SEA/SH incidents at PIU level in collaboration with the GBV Specialist and the Financing Entity.
* Assist and advise on public participation and citizen engagement at Project and Sub-project level for women and girls and other vulnerable groups in a safe and confidential manner, also in collaboration with the GBV Specialist.
* Prepare concise monthly and quarterly reports in Portuguese and English of progress in activity implementation.
* Contribute in the project progress reports, briefings, implementation support missions and feedback on the progress for social safeguards aspects.

Labour and working conditions

* Ensure that subprojects adhere to safety and health, and workers involved in subprojects are employed and managed in accordance with national labor laws and ESS2;
* Ensure that workers in subprojects are protected from unsafe and illegal working conditions, and measures protecting the vulnerable workers such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers, community workers and primary supply workers, are in place and implemented.
* Ensure that that forced and child labor do not take place in subprojects by instituting mechanisms for its prevention and detection;
* Ensure that workers in subprojects enjoy the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
* Ensure that in subprojects workers have accessible means to raise and obtain redressal on workplace grievances an complaints.
* Ensure that at each subproject labor management procedures are in place and implemented in accordance with the laws of the country, and these procedures shall set out the way in which project workers will be managed;

Community health and safety

* Ensure that subprojects have evaluated the risks and impacts on the health and safety of the affected communities during the project life -cycle, including those who, because of their particular circumstances, may be vulnerable;
* Ensure that subproject identify  risks and impacts, and mitigation measures to be put in place;
* Ensure that the subprojects have identified potential traffic and road safety risks to workers, affected communities and road users throughout the project life -cycle and, where appropriate, measures and plans are developed to address them;
* Ensure that subprojects incorporate technically and financially feasible road safety measures into the project design to prevent and mitigate potential road safety risks to road users and affected communities;
* In each subproject phase, carry out a road safety assessment for each phase of the project, and will monitor incidents and accidents, and prepare regular reports of such monitoring; and the results of the assessment shall be used to identify negative safety issues, and establish and implement measures to resolve them;
* Make sure that subprojects avoid or minimize the potential for community exposure to waterborne, water-based, water-related, and vector-borne diseases, and communicable and noncommunicable diseases that could result from subprojects activities, taking into consideration differentiated exposure to and higher sensitivity of vulnerable groups. Where specific diseases are endemic in communities in the subproject area, explore opportunities during the project life -cycle to improve social conditions that could help minimize their incidence;

Land acquisition or restriction on land use and involuntary resettlement

* Ensure that subproject impact on land acquisition is minimized and alternative project design are explored;
* Where land acquisition and resettlement are unavoidable, support the development, approval and implementation of Resettlement Action Plans (RAPs)/ Abbreviated RAPs;
* Work with local authorities to identify and select replacement land for resettlement,
* Ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected;
* Support the implementation of Livelihood Restoration Plans

Stakeholder engagement and information disclosure

* Refine, update and implement Project Stakeholder Engagement Plan (SEP)
* Establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular subproject-affected parties;
* Support information sharing with stakeholders throughout the life-cycle of the project, in a manner appropriate to the nature of their interests and the potential social risks and impacts of the subprojects;
* Undertake beneficiary feedback and stakeholder engagement activities as laid out in SEP and required under the Project
* Suppoort the establishment and implementation of a Grievance Redress Mechanism including establishing a dedicated Gender Based Violence (GBV) and referral mechanisms;

Gender Based Violence – Assist the Project in implementing the GBV Action Plan

Monitoring and Reporting

* Monitor the social performance of the subproject;
* Develop internal protocols for monitoring social measures e.g. RAP, SEP, ESMP implementation
* Support documentation of monitoring results and provide regular reports to be submitted to the Bank, and the report shall provide an accurate and objective record of subproject implementation, including compliance with the social standards
* Based on the results of the monitoring, identify any necessary corrective and preventive actions,
* Produce quarterly progress reports on social risk management for timely submission to the World Bank.

**COMPETENCES AND QUALIFICATIONS**

The Social Specialist should possess the following competences and qualifications:

* The SDS Specialist shall be a qualified professional with 10 years for senior and 2 years for junior of experience in social and safety safeguards, including work on at least three (3) relevant projects with of similar magnitude and complexity.
* University Degree (4-year honors degree or more) in Social Development Studies, Sociology, Anthropology, or a closely related discipline.
* He/She shall have at least 5 years of experience obtained in conducting and/or preparing and reviewing social impact assessment studies that involve planning and implementing resettlement processes (including livelihoods restoration processes) in at least 3 projects financed by the World Bank or the African Development Bank (AfDB), or any multi-lateral development Bank (MDB) with similar safeguards policies and/or framework over the last 5-10 years;
* At least 5 years of experience in the preparation or supervision of social risk management instruments for large infrastructure projects that meet the requirements of International Financial Institutions.
* Knowledge and experience on current national legislation on resettlement and/or compensation processes (including the Bank requirements and/or MDBs), resulting from development projects, labor issues and engagement with stakeholders, including consultation procedures and community participation.
* At least 3 years of experience working on community or stakeholder engagement programming as well as with vulnerable or traditionally marginalized communities, including women and children.
* Understanding of social risks related to gender-based violence, SEA/SH, and gender inequalities as well as basic principles surrounding a survivor-centered approach.
* Understanding of the Mozambican legislative framework regarding human rights, gender equality, women’s and children’s rights, and violence against women and girls.
* Proven experience of the World Bank’s social safeguard policies and/or framework, especially the Environmental and Social Standards and the World Bank Group General Environmental, Health and Safety Guidelines. Experience in AfDB or other MDB financed projects will be an advantage.
* Be familiar with the social and economic conditions prevailing in Mozambique or have relevant experience from other countries with similar socio-economic characteristics.
* Fluency in Portuguese and English is required.
* Excellent communication, coordination, and teamwork skills.

**5.4 Additional Services to be provided**

The Consultant firm should acknowledge that additional services for expertise not already catered for in the 16 (sixteen) long term professional positions, will be provided on a “call on/off” basis following a notice period **of not less than 3 weeks**. The length of each service period will not normally exceed **two weeks and no more than four “call on/off” during the course** of the duration of this assignment. Some of the areas the additional services will cover are: Socio-Economist, Transport Economist, Environmentalist and any area that may be required for achieving the full objectives of the Project.

* Total ceiling duration of additional services will be (for budget purposes), 4 (four) calls or a total of 9.0 calendar weeks (2 months).
* The Consultant shall indicate in his Financial Proposal only proposed unit cost for each additional Specialist as described above.

**6. DURATION, REIMBURSABLES AND REMUNERATION**

**6.1 Duration of the Services**

The initial contract shall be **for a period of 24 calendar months duration**. During this period, the contract will provide for the following inputs:

**The Consultant management firm will be compoused by 17 positions, with a total input of** **318.0 man-months** **as follow**:

* Team Leader/Project Manager 24.0 person-months
* Procurement Senior Specialist 24.0 person-months
* Procurement Junior Specialist 18.0 person-months
* Procurement Junior Specialist 18.0 person-months
* Road Safety Specialist 18.0 person-months
* Senior Gender Based Violence Specialist 3X 18.0 person-months
* Environmental Specialist 3X 18.0 person-months
* Occupational Healt and Safety 3X 18.0 person-months
* Social Specialist 3X 18.0 person-months
* Additional Services (for Budget purpose): 2.0 person months
* The Procurement & Management Firm (TAC) must spent all time required to meet their obligations under the contract and to deliver the quality of services requested. Thus, the TAC timeframe will not necessarily ally with any working time restriction normally applied for Government of Mozambique institutions. This means that:
* Long-term specialist are entitled to 15 days no payable leave per 12 calendar months if works continuously. This leave must be approved in advance by ANE Director General and will only be approved provided that a replacement staff with equal or better qualification is submitted in order to guarantee a continuous flow of the services at the expected quality, and no compensation time will be given for work-related travel on weekends or holidays.
* Consultant must include all leave time in the person-month allocated for long-term specialist.

**6.2 Unit Rates for Technical Specialists**

The TAC must provide unit prices (person-month), inclusive of all costs to provide the effective working presence of the specialist. This proposed rate shall be a fixed rate inclusive of the following:

* All remuneration; and GOM taxes on income of personnel.
* All benefits such as insurances, pension, leaves (as covered above or additional), bonuses, or any other payments to be made to the employee;
* Any required supplements such as living allowances, education for dependents, medical insurances, etc.;
* All local transport costs, other than site visits;

**6.3 Reimbursable Inputs**

**6.3.4 Logistical Support for the Team**

The Consultant will be required to make his own arrangements for office furniture, equipment, stationeries, photocopiers, communication facilities like telephones, web connections, facsimiles, etc. including maintenance thereof and vehicles for transportation of office staff, etc. (including operation, maintenance, insurances and repairs thereof).

**6.4 Outputs and Reporting**

The success of the assignment will be measured by the degree to which the principal objectives have been met:

* Procedures and manuals covering the following principal areas:
* Detailed explanatory notes pertaining to the system under which the entire program is guided
* Monitoring of progress of individual projects of SRSEIP and SATCP;
* Regularly updated procurement plan and the time line of the activities of each project.

In addition to the documentation referred to above, The TAC will be required to submit the reports specified below:

* The TAC is required to submit **monthly reports of activities**;
* The TAC should present a **quarterly summary of progress against the work plan** The TAC quarterly report shall be submitted in one original, two copies and one electronic copy, no later than the 10th day of the following month. The TAC shall prepare a **Draft Final Report on Project Activities**, including all performance indicators established under the Clause 4.1 above. This report shall be submitted in one original, two copies and one electronic copy draft and no later than 30 days before the end of the completion of the contract.
* **The Final Reports,** will be submitted at the end of the months 24 of the assignment and at end of services and will include all comments received from ANE and the World Bank.

**6.5 Logistical Support Provided by ANE, IP**

All reasonable assistance will be provided by the Client, including liaison with other Government agencies if necessary.

ANE, IP shall provide the TAC, without any charge, the following:

* office space for TAC;
* Reasonable access to pertinent files, documents and working papers;
* Provision of supporting documentation necessary to obtain any required customs clearances, visas and any other official permits as may be required.

**7. PERFORMANCE INDICTORS FOR EACH SPECIALIST BASED ON THIS TOR**

Consultant will be routinely monitored based on evaluation by the client on the following collective and individual indicators:

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 1 | TAC | TAC members from the consultant fully mobilized as per approved work program | TAC unit in place and in effective functioning (with no logistic and human resources limitations) |  |
| 2 | TAC | Disseminated management System (that is known to each and every TAC member and ANE management) | Management information system installed and fully operational |  |

**7.1 Team Leader:**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 3 | Identify critical path activities, manage and report permanently | Discuss critical path activities and project milestones permanently | monthly and quarterly reports |  |
| 4 | Participate together with the ANE in quality monitoring, | Effective leadership and team building | report presented to Director General (DG) |  |
| 5 | Institute a computerized project monitoring and control system.  Individual Indicators: | Computerized project monitoring and control System installed and running (within 60 from approval of system) | computerized project monitoring and control system |  |
| 6 | Advise and supervise the production of reports on progress, | Approved Quarterly report on the 10th day of each following month during the assignment | Quarterly Progress Report |  |
| 7 | Assist in the coordination of technical and procurement aspects of contract management. | Monitoring Consultant and Contractor´s requests for payments. | Recommendation to DG issued |  |

**7.2 Procurement Senior Specialist**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 8 | Set out Procurement and monitoring plan | Present within 30 days from mobilization | Procurement plan |  |
| 9 | update of the Procurement Plan | Approved procurement plan on the 10th day of each following month during the assignment | Updated procurement plan |  |
| 10 | All procurement activities on time | Each activity provided in good quality within 7 days from request | Various contracts, procurement outputs, reports |  |

**7.3 Procurement Junior Specialist (2 positions)**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 11 | Set out Procurement plan | Present within 20 days from mobilization | Procurement plan |  |
| 12 | update of the Procurement Plan | Approved procurement plan on the 10th day of each following month during the assignment | Updated procurement plan |  |
| 13 | All procurement activities on time, refered on duties. | Each activity provided in good quality within 7 days from request | Various contracts, procurement outputs, reports |  |

**7.4 Road Safety Specialist**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 14 | Set out Action Plan to improve the road safety database | Present within 30 days from mobilization | Procurement plan |  |
| 15 | Advise on the implementation of road safety activities under the World Bank funded projects and others | Continuosly | Updated procurement plan |  |
| 16 | Collection of other relevant road safety data required for safety performance monitoring, including levels of compliance (e.g. for speeding), traffic counts, ensuring coordination and compatibility with INATRO’s activities in this area | Continuosly | Various contracts, procurement outputs, reports |  |

**7.5 Senior Gender-Based Violence Specialist**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 17 | Identification of SEA/SH risks and development of risk mitigation strategies | Present within 20 days from mobilization | Set out the SEA/SH risks and impacts potentially generated by the project activities |  |
| 18 | update of the SEA/SH risks | Approved the SEA/SH risks on the 10th day of each following month during the assignment | Updated the SEA/SH strategy |  |
| 19 | All SEA/SH activities on time, refered on duties. | Each activity provided in good quality within 7 days from request | Various contracts, SEA/SH risks outputs, reports |  |

**7.6 Environmental Specialist**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 20 | Identification of ESH risks and development of risk mitigation strategies | Present within 20 days from mobilization | Set out the ESH risks and impacts potentially generated by the project activities |  |
| 21 | update of the ESH risks | Approved the ESH risks on the 10th day of each following month during the assignment | Updated the ESH strategy |  |
| 22 | All ESH activities on time, refered on duties. | Each activity provided in good quality within 7 days from request | Various contracts, ESH risks outputs, reports |  |

**7.7 Occupational Healt and Safety**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 23 | Identification of health and safety risks and development of risk mitigation strategies | Present within 20 days from mobilization | Set out and ensure that project health and safety risks are effectively managed |  |
| 24 | update of the health and safety risks | Approved the health and safety plan on the 10th day of each following month during the assignment | Updated the health and safety strategy |  |
| 25 | All health and safety activities on time, refered on duties. | Each activity provided in good quality within 7 days from request | Various contracts, health and safety risks outputs, reports |  |

**7.8 Social Specialist**

|  | **Duties and Responsibilities** | **Performance Indicators** | **Outputs and Deliverables** | **Other Details** |
| --- | --- | --- | --- | --- |
| 26 | Identification of project social risk mitigation strategies | Present within 20 days from mobilization | Set out and ensure that Social project risks are effectively managed |  |
| 27 | update of the project social risks | Approved the project social risks  on the 10th day of each following month during the assignment | Updated the project social risks  strategy |  |
| 28 | All project social risks  activities on time, refered on duties. | Each activity provided in good quality within 7 days from request | Various contracts, project social risks  outputs, reports |  |

**ANNEX 1: LIST OF THE PROJECTS**

|  |
| --- |
| 1. Safer Roads for Socio- Economic Integration Project Phase 1 (US$400M /SRSEI) |
|  |
| page10image220100624  PDO: Improve road connectivity, safety, and climate resilience and develop social inclusion in the program areas.   * Components: (1) Safe and Resilient Road Connectivity (US$361M); (2) Community Engagement and Women Empowerment (US$6.8M); (3)Improved Road Safety Management (US$ 9.8M); (4) Institutional Development and Project Management (US$22.4M); (5) CERC. * MPA Phase 1: 508km through 10-year OPBRC in Cabo Delgado, Zambezia & Sofala   Procurement = Total US$400M (PAD)  • Total Contracts STEP: 39 = US$36.32M  • Signed: 2 = US$4.17 11% of planned in STEP |

|  |
| --- |
| 2. Southern Africa Trade and Connectivity Project (US$110 M for transport in Mozambique/ SATCP) |
|  |
| page11image1629795744 |
| PDO: Support Malawi and Mozambique in increasing regional  trade coordination, reducing trade costs and time, developing regional value chains, and improving access to infrastructure.  Components: (1) Reduce trade costs; (2) Strengthen regional coordination and project implementation; (3) Strengthen value chains for regional integration; (4) Strengthen transport infrastructure to improve market access (US$110M for Mozambique).  Key aspects: upgrading, rehabilitating, and maintaining roads of the Nacala corridor (C4).  Roads: 352km  Procurement = Total US$110 (PAD) • Total Contracts in STEP: 37 = US$119M  • Signed: 3 = US$0.3M 0.3 % of planned in STEP |