



**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)**

Country: Ethiopia

Name of Project: The Building Institutions and Systems to Harness and Realize Agenda (BIASHARA) 2063 Project

Grant No: P180117

Assignment Title: Environmental and Social Safeguards Officer (ESSO)

Reference No. ET-AUC-509699-CS-INDV

The African Union Commission has received financing from the World Bank toward the cost of *The Building Institutions and Systems to Harness and Realize Agenda (BIASHARA) 2063 Project* and intends to apply part of the proceeds for consulting services.

The consulting services (“the Services”) include to provide programme and policy direction and backstopping across the World Bank-funded programmes portfolio in the AUC. Working with respective project coordinators, the job holder will ensure compliance and reporting on Environmental and Social Standards (ESSs) and Environmental and Social Commitment Plans (ESCPs), in a manner acceptable to the partner. Specific tasks include:

- Lead technical assistance and provide guidance on matters related to environmental, social safeguards, and climate, and implications on the World Bank-funded projects in the AUC.
- Initiate, lead, and develop impact assessments, i.e., Environmental and Social Impact Assessments (ESIA), Stakeholder Engagement Plans (SEP), Environmental Social Commitment Plan (ESCPs), etc., and develop mitigation strategies as per the project / partners’ requirements.
- Identify and document the stakeholders who would be directly or indirectly affected by the project activities or works.
- Serve as a link between technical staff and stakeholders that may be impacted by the projects, ensuring productive and sustained dialogue between the two parties, and with any other key stakeholders /institutions in the projects’ geographic areas.
- Design interventions aimed at sensitizing and /or keeping stakeholders affected by the project informed and engaged in the project processes.
- Monitor implementation of various compliance plans - (*ESIA, ESCPs, SEPs, etc.*) and contribute to reporting on the same in collaboration with the Monitoring and Evaluation (M & E) Officer and Project Coordinators.
- Support the PIUs in developing and enshrining relevant Grievance Redress Mechanisms (GRMs) in their projects.
- Serve as GRM focal point; anchor and support reporting on grievance matters on the projects in accordance with AU / Partner’s guidelines and guiding agreements.

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- Contribute to information sharing, documentation of lessons learned, and good practices in collaboration with the M & E and Communications Officers.
 - Participate and contribute to review of terms of reference (ToR) for consultants and deliverables submitted by consultants (i.e., inception report, draft final report, final report, master plan, environmental and social surveys, *and design reports, technical specifications, summaries, etc.*).
 - Carry out any other duties as may be assigned from time to time.

The detailed Terms of Reference (TOR) for the assignment are attached to this Request for Expression of Interest.

The African Union Commission now invites eligible individuals (“Consultants”) to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are:

- B.A degree in Social Work, Community Development, Development Studies, Business, or a related field. A master’s degree in a related field will be an added advantage.
- At least 10 years’ working experience in working with stakeholders on environmental social safeguard processes, *i.e., developing documentation*; mobilizing and organizing stakeholders at various levels; reporting to donors.
- Experience in working and coordinating with various stakeholders to achieve set project objectives.
- Experience in project proposal writing/evaluation, and preparation of reports to solicit stakeholder buy-in and continuous engagement
- Experience in designing and implementing M & E tools for donor-funded projects and preparing monthly progress reports on the area activities for Project Implementation Teams
- Experience in formulating and coordinating information dissemination, data collection, and analysis.
- Experience in handling grievance mechanisms.
- Computer literate in MS Office, MS Project, SPSS, SharePoint, MS Power Point, Teams, and basic Presentation Skills.
- Proficiency in English. A working knowledge of other official or working languages is an
- added advantage.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016, revised November 2020 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

A Consultant will be selected in accordance with the Individual Consultant selection method set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours *i.e. 0900 to 1700 hours*.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by e-mail) by **07 October 2025**

African Union Commission,

Attn: Head of Supply Chain Management Division
Building C, 3rd Floor,
P.O Box 3243, Roosevelt Street
Addis Ababa, Ethiopia
Tel: +251 (0) 11 551 7700 – Ext 4305
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TERMS OF REFERENCE

INDIVIDUAL CONSULTANT AS ENVIRONMENTAL AND SOCIAL SAFEGUARDS OFFICER (ESSO)

REF NO: ET-AUC-509699-CS-INDV

1. Background

The African Union Commission has received financing from the World Bank towards the implementation of the Building Institutions and Systems to Harness and Realize Agenda 2063 (BIASHARA) project and intends to apply part of the proceeds for the selection of an Individual consultant as Environmental and Social Safeguards Officer (ESSO).

2. Rationale

The Environmental and Social Safeguards Officer (ESSO) will provide programme and policy direction and backstopping across the World Bank-funded programmes portfolio in the AUC. Working with respective project coordinators, the job holder will ensure compliance and reporting on Environmental and Social Standards (ESSs) and Environmental and Social Commitment Plans (ESCPs), in a manner acceptable to the partner.

3. Scope of the work

Specifically, the job holder shall, among other things:

- a. Lead technical assistance and provide guidance on matters related to environmental, social safeguards, and climate, and implications on the World Bank-funded projects in the AUC.
- b. Initiate, lead, and develop impact assessments, i.e., Environmental and Social Impact Assessments (ESIA), Stakeholder Engagement Plans (SEP), Environmental Social Commitment Plan (ESCPs), etc., and develop mitigation strategies as per the project / partners' requirements.
- c. Identify and document the stakeholders who would be directly or indirectly affected by the project activities or works.
- d. Serve as a link between technical staff and stakeholders that may be impacted by the projects, ensuring productive and sustained dialogue between the two parties, and with any other key stakeholders /institutions in the projects' geographic areas.
- e. Design interventions aimed at sensitizing and /or keeping stakeholders affected by the project informed and engaged in the project processes.
- f. Monitor implementation of various compliance plans - (*ESIA, ESCPs, SEPs, etc.*) and contribute to reporting on the same in collaboration with the Monitoring and Evaluation (M & E) Officer and Project Coordinators.
- g. Support the PIUs in developing and enshrining relevant Grievance Redress Mechanisms (GRMs) in their projects.
- h. Serve as GRM focal point; anchor and support reporting on grievance matters on the projects in accordance with AU / Partner's guidelines and guiding agreements.
- i. Contribute to information sharing, documentation of lessons learned, and good practices in collaboration with the M & E and Communications Officers.
- j. Participate and contribute to review of terms of reference (ToR) for consultants and deliverables submitted by consultants (i.e., inception report, draft final report, final report,

master plan, environmental and social surveys, *and design reports, technical specifications, summaries, etc.*).

- k. Carry out any other duties as may be assigned from time to time.

4. Qualifications and Experience

- a. B.A degree in Social Work, Community Development, Development Studies, Business, or a related field. A master's degree in a related field will be an added advantage.
- b. At least 10 years' working experience in working with stakeholders on environmental social safeguard processes, *i.e., developing documentation*; mobilizing and organizing stakeholders at various levels; reporting to donors.
- c. Experience in working and coordinating with various stakeholders to achieve set project objectives.
- d. Experience in project proposal writing/evaluation, and preparation of reports to solicit stakeholder buy-in and continuous engagement
- e. Experience in designing and implementing M & E tools for donor-funded projects and preparing monthly progress reports on the area activities for Project Implementation Teams
- f. Experience in formulating and coordinating information dissemination, data collection, and analysis.
- g. Experience in handling grievance mechanisms.
- h. Computer literate in MS Office, MS Project, SPSS, SharePoint, MS Power Point, Teams, and basic Presentation Skills.
- i. Proficiency in English. A working knowledge of other official or working languages is an added advantage.

5. Duty Station

The selected candidate shall be based in Addis Ababa, Ethiopia at the AU Headquarters.

6. Contract Duration

The initial contract amount shall be for one year with the possibility of extension subject to resource availability, satisfactory performance, and approval of the appointing authority.

7. Remuneration

Remuneration shall be monthly. The AUC shall pay the Consultant for services rendered at the rate(s) per man/month spent, subject to a maximum of eight hours per day in accordance with the rates agreed during contract negotiations.

8. Reporting

The consultant will report to the Director, PMRM, at the AUC.

9. Services /Facilities to be provided by the Client

The AUC shall provide the following services.

- Office accommodation
- Computer, Photocopying, Stationary
- Facilitation of Visa and

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- Internet Access