

RECRUITMENT OF ONE SENIOR SOCIAL DEVELOPMENT CONSULTANT FOR THE PIU TO SUPPORT THE E&S SPECIALIST ON SOCIAL SAFEGUARDS ACTIVITIES

REQUEST FOR EXPRESSIONS OF INTEREST

LOAN NO./CREDIT NO./ GRANT NO.: IDA-E1110

REFERENCE NO.: ET-AUC-545123-CS-INDV

(CONSULTING SERVICES– INDIVIDUAL SELECTION)

Country: African Union

Name of Project: Africa Centres for Disease Control Support Program to Combat Current and Future Public Health Threats Project (P178633)

1. Background

Africa CDC is implementing a portfolio of public health initiatives aimed at strengthening health systems, disease surveillance, laboratory capacity, and emergency preparedness across Africa. To support sustainable implementation of its activities, Africa CDC has adopted an Environmental, Social, and Governance (ESG) Policy and applies relevant environmental and social requirements, including the World Bank's Environmental and Social Commitment Plan (ESCP), for partner-financed activities.

In this context, Africa CDC seeks to engage a Senior Social Development Consultant to support the management of social risks and impacts and strengthen alignment with the ESG Policy, the ESCP, and donor requirements.

2. Objective of the Assignment

The objective of this assignment is to support the identification, assessment, and management of social risks and impacts across Africa CDC activities, ensuring compliance with the World Bank Environmental and Social Commitment Plan (ESCP) and alignment with the Africa CDC Environmental, Social, and Governance (ESG) Policy.

The Senior Social Development Consultant will contribute to strengthening stakeholder engagement, social inclusion, grievance management, and institutional capacity for social risk management, while supporting the effective implementation and monitoring of social safeguard measures across project activities.

3. Scope of Work

Under the guidance and supervision of the PIU Coordinator, the Senior Social Development Consultant will be responsible for supporting the implementation of the following activities:

A. Social Risk Assessment and Management

- Support screening and identification of social risks and impacts across Africa CDC activities in line with the ESG Policy, World Bank ESCP, and applicable donor requirements.
- Advise Business Units on integration of social mitigation measures into activity design and implementation.
- Monitor implementation of social risk mitigation measures and recommend corrective actions where needed.

B. Stakeholder Engagement and Social Inclusion

- Support the implementation of the Stakeholder Engagement Plan (SEP) and update it as needed to reflect evolving project activities, stakeholder needs, and contextual changes.
- Facilitate inclusive stakeholder consultations, ensuring participation of vulnerable and marginalized groups.
- Promote culturally appropriate and accessible engagement approaches across Member States.

C. Labor and Working Conditions

- Support implementation and monitoring of Labor Management Procedures (LMP).
- Ensure compliance with labor requirements, including fair treatment, worker welfare, and functioning grievance arrangements for project workers.
- Coordinate with relevant teams on social aspects related to occupational health and safety.

D. Community Health and Safety

- Identify and support management of social risks related to community health and safety arising from project activities.
- Advise on mitigation measures for public health interventions, trainings, and field activities.
- Support integration of community protection measures into activity planning and implementation.

E. Gender, Inclusion, and SEA/SH Risk Mitigation

- Support integration of gender and social inclusion considerations across project activities.
- Identify and recommend mitigation measures for risks related to SEA/SH and other forms of social harm.
- Promote equitable participation and access for vulnerable and underserved groups.

F. Grievance Redress Mechanism (GRM)

- Support implementation and monitoring of the Grievance Redress Mechanism.
- Track grievances, support timely resolution, and maintain proper documentation.
- Promote awareness and accessibility of GRM channels among stakeholders and workers.

G. Monitoring, Reporting, and Compliance

- Contribute to monitoring of social mitigation measures in line with ESCP, ESG Policy, and donor requirements.
- Support preparation of periodic E&S performance reports, focusing on social aspects.
- Support incident reporting and follow-up actions in coordination with relevant units.

H. Capacity Building and Institutional Strengthening

- Support delivery of training and awareness sessions on social safeguards, stakeholder engagement, and ESG implementation.
- Provide guidance to Business Units on social risk management requirements.
- Support integration of social considerations into institutional processes, including AWPB screening and ESG implementation.

4. Required Qualifications and Experience

The Senior Social Development Consultant must meet the following qualifications:

Education

Master's degree in Social Sciences, Sociology, Development Studies, Anthropology, Public Health, or a related field. Or Bachelor's degree in the above fields with additional relevant experience.

Professional Experience

- Minimum 7 years of relevant professional experience in social development, social safeguards, or related fields with a Master's degree.
- At least three (3) years of experience at senior or advisory level in social risk management or social safeguards.
- At least three (3) years experience in implementing environmental and social frameworks of the World Bank as part of a PIU or as a Consultant on a World Bank project is **mandatory**.
- Experience in stakeholder engagement, grievance redress mechanisms, and social inclusion in development projects.
- Experience working in public health, institutional, or multi-country programs is an advantage.

Additional Requirements

- Strong knowledge of social risk management, stakeholder engagement, and grievance mechanisms.
- Experience in gender and GBV/SEA/SH risk mitigation is desirable.
- Experience working with international organizations or development partners is an asset.
- Excellent analytical, communication, and report writing skills.
- Ability to work in multicultural and multidisciplinary teams.
- Fluency in English is required. Knowledge of any other African Union working language is an asset.

5. Duration of Assignment and Duty Station

The assignment will be for twelve (12) months, renewable based on performance, funding availability, and organizational needs. The duty station for this assignment is Addis Ababa, Ethiopia, at Africa CDC Headquarters.

Work Modality: Full-time Individual Consultant engaged exclusively for this assignment.

6. Consultancy Fee

Monthly fee: **USD 8,077**. Africa CDC will cover travel-related expenses (air ticket and DSA) when travel is required for official duties.

7. FACILITIES AND INPUTS PROVIDED BY THE CLIENT

Africa CDC will provide office space, essential office furniture, computer and IT access, and communication facilities (internet) necessary for the consultant to perform the assignment.

8. Reporting Line and Support

- The Senior Social Development Consultant will report directly to the PIU Coordinator and will work in close coordination with the Environmental and Social (E&S) Specialist, who retains overall responsibility for environmental and social risk management, ESCP compliance, and consolidated E&S reporting.
- The Consultant will lead on social risk management aspects, including stakeholder engagement, social inclusion, labor and working conditions, and grievance management, ensuring alignment with the overall E&S framework and avoiding duplication of roles.
- The Consultant will collaborate closely with relevant Business Units of Africa CDC, the Office of Internal Oversight (OIO), and other stakeholders as required.
- All deliverables, reports, and other assignment-related outputs shall be submitted to the PIU Project Coordinator for review and approval.

- Payments will be effected monthly upon acceptance of deliverables and submission of a monthly progress report.

9. Deliverables

The Senior Social Development Consultant will provide the following deliverables:

- Social risk screening results with recommended mitigation measures.
- Required social safeguard instruments, as applicable, including SEP and LMP.
- Stakeholder consultation records and summaries.
- Updated grievance logs and GRM monitoring updates.
- Inputs to quarterly and annual E&S performance reports.
- Social incident documentation and follow-up records, where applicable.
- Training materials and capacity-building sessions conducted.
- Social risk management inputs to AWPB screening and related institutional processes.
- Outputs supporting implementation of the Africa CDC ESG Policy.

10. Evaluation Criteria

The following technical evaluation criteria will be used to select the Senior Social Development Consultant:

A. Educational Background – 10%

B. General Work Experience – 10%

C. Relevant Work Experience in Social Development / Social Safeguards – 75%

- Experience in implementing environmental and social frameworks of the World Bank as a Social Development Specialist or Social Safeguard Specialist as part of a PIU or as a Consultant on a World Bank-financed projects – **60%**
- Experience in stakeholder engagement, grievance redress mechanisms, and social risk management – **10%**
- Relevant training on the World Bank Environmental and Social Framework (ESF) and social safeguards requirements – **5%**

D. Language and Communication Skills – 5%

The top ranked candidates will undergo a panel interview to assess their suitability for the assignment.

11. Selection Process

The Senior Social Development Consultant will be selected in accordance with the approved methods for selection of individual consultants set out in the World Bank's Procurement

Regulations for IPF Borrowers (Seventh Edition, September 2025), the Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants, dated October 15, 2006 and revised in January 2011 and as of July 1, 2016, and other relevant provisions stipulated in the Financing Agreement.

12. APPLICATION PROCEDURE

Interested applicants should submit:

- Application letter
- An updated CV
- Three references
- PDF copies of relevant academic and professional documents.

Further information can be obtained at the address below during office hours 8:00 to 17:00 hours, Addis Ababa Time.

CVs must be delivered in a written form following the above shortlisting criteria to the emails below before 15:00 Hours Local Time on 26 June, 2026

Subject line: *Application – Senior Social Development Consultant*

Only shortlisted candidates will be contacted for further evaluation.

African CDC,
Attn: Supply Chain Management Division
Administration Directorate
Africa CDC Office Building, Tower B2, Floor 4th, Room Number 408.
Haile Garment Area, Lafto Square.
Addis Ababa, Ethiopia
E-mails: procurement@africacdc.org



Africa CDC is a continental autonomous health agency of the African Union established to support public health initiatives of Member States and strengthen the capacity of their public health institutions to detect, prevent, control and respond quickly and effectively to disease threats.

Safeguarding Africa's Health

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