

Terms of Reference

Social and Environmental Specialist

Lebanon Fiscal Management Project (P181155)

Project Background

The Lebanon Fiscal Management Project (FMP – P181155), funded by a US\$28.5 million World Bank loan and a US\$5.5 million grant from the Lebanon Financing Facility (LFF), is implemented by the Ministry of Finance (MoF) to strengthen domestic revenue mobilization and public financial management (PFM). The project supports the restoration and modernization of core revenue functions, enhancement of fiscal control mechanisms, reinforcement of oversight institutions, and development of procurement capacity.

The project aims to restore fiscal transparency, efficiency, and accountability through a comprehensive package of technical assistance, IT system upgrades, institutional reforms, and capacity building. Key activities include the deployment of a modern Integrated Tax Administration System (ITAS), improvement of public financial reporting, and service delivery enhancements.

As part of its fiduciary and safeguard compliance obligations, the Project requires dedicated attention to environmental and social (E&S) management to ensure the project activities meet World Bank Environmental and Social Framework (ESF) standards.

The project comprises five components: (i) Stabilizing Core Revenue Functions, (ii) Restoring Core Fiscal Controls, (iii) Revitalizing Oversight and Procurement Capacity, (iv) Project Management, and (v) a Contingent Emergency Response Component (CERC).

The Project Development Objective (PDO) is to restore key fiscal functions and promote the accountable use of public resources. Progress is monitored through clearly defined Performance-Based Conditions (PBCs), including timely submission of national budgets, increased tax compliance by large taxpayers and regular publication of audited financial statements.

Objective of the Assignment

The Social and Environmental Specialist will ensure compliance with all environmental and social safeguard obligations under the ESF, relevant Lebanese regulations, and the Project's Environmental and Social Commitment Plan (ESCP). The specialist will oversee implementation of the Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), Occupational Health and Safety (OHS), Waste Management Plan and other safeguards instruments.

Scope of Work and Key Responsibilities

The Specialist will:

TOR - Social and Environmental Specialist
Lebanon Fiscal Management Project (P181155)

- Oversee and monitor implementation of all E&S commitments and instruments (ESCP, SEP, LMP, OHS, Waste Management Plan).
- Ensure stakeholder engagement processes are inclusive, transparent, and aligned with the SEP.
- Develop, operate and monitor the Grievance Redress Mechanism (GRM) and ensure accessibility for all stakeholders.
- Assist the PMU to develop the workers' grievance mechanism.
- Conduct field monitoring visits and prepare quarterly environmental and social progress reports.
- Coordinate with contractors and supervising firms to monitor Environmental, Social, Health, and Safety (ESHS) compliance.
- Ensure timely reporting of environmental or social incidents to the World Bank, as per ESCP requirements.
- Facilitate E&S training and awareness-raising for MoF staff and project partners.
- Report on project performance indicators related to E&S management and support continuous improvement.

Qualifications and Experience

- Bachelor's degree (Master's preferred) in environmental science, social sciences, engineering, or related disciplines.
- Minimum of 5 years of experience in E&S safeguards management in development projects.
- Experience with World Bank ESF or similar donor-funded frameworks is highly desirable.
- Proven expertise in stakeholder engagement and grievance mechanisms.
- Strong communication and report-writing skills in Arabic and English.

Reporting Line

The Social and Environmental Specialist will report directly to the **Project Manager / Coordinator** and will work closely with the **World Bank Task Team** and relevant departments of the **Ministry of Finance**.

Duration of Assignment

This is a **part-time assignment** with an initial contract duration of **one year, renewable** based on performance, project needs, and funding availability. The role spans the full duration of the project's implementation period.

Performance Evaluation

Performance will be evaluated semi-annually by the Project Manager / Coordinator based on:

- Quality and timeliness of deliverables (reports, compliance checks, trainings).
- Effectiveness of stakeholder engagement and grievance management.

- Responsiveness to incidents and risk mitigation.
- Collaboration with PCU staff, contractors, and World Bank representatives.
- Compliance with the ESCP and SEP.

The evaluation process will follow the guidelines outlined in the **Project Operations Manual (POM)** and be documented in the project's internal records.

Confidentiality

The Specialist shall maintain strict confidentiality of all project-related data, documents, stakeholder communications, and incident reports. No information shall be disclosed to third parties without prior written authorization from the MoF and in accordance with the World Bank's disclosure policy and national data protection regulations.

All documentation developed or received during the assignment remains the property of the Ministry of Finance and must be returned upon contract termination or request.