

Government of the People's Republic of Bangladesh
Department of Environment (DoE)
Ministry of Environment, Forest and Climate Change

**BANGLADESH ENVIRONMENT SUSTAINABILITY
AND TRANSFORMATION (BEST) PROJECT**

Terms of Reference (ToR)
for
Environmental and Social Specialist
Package No: DoE S-13
February 2026



I. Project Background

Bangladesh has made rapid social and economic progress in recent decades and reached lower middle-income status in 2015. Officially reported annual growth of gross domestic product (GDP), averaging close to 6 percent since 2000. Rapid economic development and population growth in Bangladesh have led to high pollution discharges (including greenhouse gases [GHGs]) and severe degradation of the country’s environmental quality and ecosystems. Bangladesh has also made good progress toward mainstreaming the environmental agenda into its economic development plans and strategies.

The World Bank has been a long-standing partner to Bangladesh in tackling environmental challenges. To continue addressing its environmental challenges, Bangladesh requested the World Bank’s support to prepare a comprehensive environmental management project. The focus of the project is to strengthen environmental governance under the **“Bangladesh Environmental Sustainability and Transformation (BEST) Project”**. The Project Development Objectives (PDOs) are to strengthen the capacity of the Government of Bangladesh in environmental management and to pilot new financing mechanisms to promote green investments in targeted sectors. The project has the following four interconnected components:

Component 1: Environmental Governance and Infrastructure (Department of Environment, DoE)

This component will support DoE to reinforce its regulatory, institutional, financial, and capacity foundations for the achievement of its long-term vision of helping the country ‘live in harmony with nature and achieve net zero emissions by 2050. Accordingly, this component will finance (a) the development of regulations and policies to expand the regulatory mandate of the DoE from controlling individual pollution sources to protecting and improving environmental quality and promoting green growth, (b) the decentralization and specialization of the DoE with increased human and financial resources, (c) the creation and capitalization of an Environment Fund, (d) capacity building and environmental infrastructure for DoE and its key stakeholders on environmental management and green growth, and (e) project management of DoE activities.

Component 2: Green Financing for Air Pollution Control (Bangladesh Bank, BB)

Recognizing the challenges faced in existing green refinancing schemes, this component will support BB to pilot a green CGF to incentivize the financial sector to support green investments in targeted sectors for direct and indirect control of air pollution. This scheme will include (a) partial credit guarantees to cover a share of the default risk that PFIs may face in extending loans to green investments and (b) technical assistance to BB, PFIs and targeted sectors on project-promoted green technologies.

Component 3: Vehicle Emission Control (Bangladesh Road Transport Authority, BRTA)

This component will support BRTA to pilot PPP modalities to develop and operate VICs to start regulating effectively vehicle emissions—a key and growing source of air pollution—in



Bangladesh. This component will finance (a) the construction of four new VICs and the operation of these VICs through PPP arrangements, (b) technical assistance to improve BRTA's capacity in vehicle inspection, and (c) project management at BRTA.

Component 4: E-Waste Management Infrastructure (Bangladesh Hi-tech Park Authority, BHTPA)

This component will support Bangladesh to pilot an effective PPP model to attract private investments in e-waste management infrastructure. E-waste management is selected for this pilot as Bangladesh has no integrated e-waste management facilities but a few licensed e-waste dismantlers with primitive and polluting resource recovery practices. As e-waste generation grows rapidly in the country, regulatory and enforcement pressures are expected to increase demands for proper e-waste management. Specifically, this component will support (a) the development of a pilot e-waste management infrastructure through design-build-finance-operate (DBFO) arrangements to demonstrate technical, financial, and E&S feasibility of e-waste management; (b) technical assistance to support proper operations of the new facility by promoting extended producer responsibility (EPR) schemes, formalizing value chains and implementing related regulatory requirements; and (c) project management at BHTPA.

The BEST Project is going to assign an Environmental and Social Development Specialist (ESDS) to oversee environmental and social issues associated with the project management and address them as per World Bank Environmental and Social Framework (ESF) Guidelines and National Law. The full-time ESDS will be engaged at DoE and will support to the four implementing agencies (IAs): DoE, Bangladesh Bank, BRTA, and BHTPA.

II. Scope of Services /Duties and Responsibilities

Reporting to the Project Director (PD), the ESDS will be responsible for:

- Assist the Project Director (PD) in complying with commitments made in the Project Environmental and Social Commitment Plan (ESCP);
- Conduct/review environmental and social screening of sub-projects and prepare site-specific Environmental and Social Assessment reports, including Environmental and Social Management Plans (ESMPs), in compliance with Government of Bangladesh (GoB) regulations and World Bank ES standards;
- Ensure that all environmental and social obligations of the project are reflected in legal agreements with contractors;
- Work closely with all Project Implementation Units (PIUs) and agencies to ensure compliance with relevant World Bank Environmental and Social Standards (ESSs), Environment, Health, and Safety Guidelines (EHSG), and relevant GoB laws, including ECR 2023, labor laws, gender policies, land acquisition regulations, and ethnic minority rights as captured in the ESMF, SEP, LMP, RPF and SECDPF adopted for the project;
- Assist in confirming Occupational Health and Safety (OHS) measures in line with the Labor Management Procedure (LMP) of the project;



- Review and provide guidance on environmental and social documents submitted by contractors and consultants, ensuring the adequacy of management measures;
- Conduct regular site visits to monitor environmental, social, health, and safety (ESHS) implementation based on contractor obligations outlined in agreements and bid documents;
- Plan and organize training programs related to OHS, labor and working conditions, community health and safety, GRM, ESS, SEA/SH, and other topics committed in the ESCP for Implementing Agencies, contractors, field staff, and stakeholders;
- Support PD in addressing ES related non-compliance issues and take action on grievances related to environmental and social concerns, ensuring their satisfactory resolution;
- Assist in developing and implementing Resettlement Action Plans (RAPs), overseeing compensation payments and land acquisition in line with ARIPA 2017 and World Bank's ESS5;
- Coordinate stakeholder engagement activities as per the Stakeholder Engagement Plan (SEP) and update the plan as necessary;
- Develop, administer, and monitor the Grievance Redress Mechanism (GRM), ensuring timely reporting and resolution of complaints, including those related to Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH);
- Ensure the social obligations of contractors are met, including monitoring compliance with Contractor's ESMP (C-ESMP) on child and forced labor, OHS, SEA/SH, labor training, and adherence to the Code of Conduct;
- Provide technical advice to the Implementing Agencies and stakeholders on environmental and social issues, including coordination with governmental organizations, UN agencies, and NGOs;
- Coordinate with consulting firms for the development of environmental and social instruments, reviewing their outputs before submission to the World Bank for concurrence;
- Provide periodic reports, including incident reports, on the implementation status of environmental and social mitigation measures;
- Perform any other tasks assigned by the PD/PIU at DoE and as requested by other PIUs;

III. Institutional Arrangement

The ESDS will be based in the PIU at DoE HQs with frequent field visits to project sites as instructed by the PD. The ESDS will work under direct control of the PD at DoE PIU and will report directly to him/her with close collaboration with other officials of the Project. The ESDS shall be accountable to the PD for his/her day-to-day activities. Periodical on-site visits to project sites and other assigned places across Bangladesh will be required.

IV. Reporting Obligations

The ESDS will provide periodic (monthly, quarterly, half yearly, yearly) report to the PIU at DoE including final completion report as well as incident report as and when required. The reports will include monitoring of the implementation of social instruments, GRM, stakeholder engagement reports, Land Acquisition, Resettlement, stakeholder engagement, occupational and community



health and safety reports especially those illustrating COVID-19 issues, issues with labor and any other reports as and when directed by the PD and will coordinate and provide support to the DPDs of all components of all PIUs. Reporting obligation must meet ESCP commitments.

V. Qualifications

Academic: Master's degree in environmental engineering, environmental science, sociology, human resources, anthropology, business administration, or any other relevant discipline.

Experience

- Minimum 08 years of work experience, with at least 4 years in a Development Organization in the fields of Environmental and Social Development;
- Familiarity with the World Bank Environmental and Social Framework and Standards (ESF, ESS) as well as Environment, Health, and Safety Guidelines (EHSG);
- Knowledge and understanding of relevant Government of Bangladesh (GoB) laws, including ECR 2023, labor laws, gender policies, resettlement frameworks, ethnic minority rights, social issues, grievance redress mechanisms (GRM), and stakeholder engagement;
- Direct experience in land acquisition as per ARIPA 2017 and preferably as per World Bank's ESS5;
- Practical experience in handling development projects, particularly those funded by international financing institutions;
- Experience in stakeholder engagement and communication;
- High level of proficiency in written and spoken English and report writing;
- Proficiency in using MS Word, Excel, and PowerPoint.

VI. Other Criteria:

- The candidate must have the ability to frequently visit the project areas.
- Strong communication skills in presenting, discussing, and resolving difficult issues. Ability to work efficiently and effectively in a multidisciplinary team.
- Fluency in written and spoken both English and Bangla.
- Excellent computer skills including MS Office.

VII. Place of Work: Primarily at DoE HQ with field visits all over Bangladesh if required.

VIII. Reporting: The Consultant will report directly to the Project Director.

IX. Duration of Employment: 24 months, with possibility of extension depending on performance of the consultant, availability of budget and business needs. However, the duration may be extended with the extension of Project Period (if this occurs).

X. Payment: This is a time-based contract, and payments will be made monthly (that is, payments made each month will be for services rendered during the immediately preceding month), supported by the submission of time sheets by the consultant.

XI. Commencement of Service: 01 April 2026 (Indicative).



XII. Data, Facilities and Local Services to be provided by the Client:

The project will provide the following inputs and facilities:

- a. Office space and other logistic support as per project provision.
- b. All available documents, papers and information relevant to the assignment.

XIII. The Consultant will be selected in accordance with the procedure for ‘Individual Consultant Selection’ that is set out in the ‘Procurement Regulations for IPF Borrowers (July 2016, Revised February 2025).

