

Government of the People's Republic of Bangladesh
Department of Environment
Bangladesh Environmental Sustainability and Transformation (BEST) Project
Paribesh Bhaban, E-16, Agargaon, Sher-E-Bangla Nagar, Dhaka-1207
REQUEST FOR EXPRESSIONS OF INTEREST (NATIONAL)
For
Selection of Environmental and Social Specialist
(Package Number: DoE S-13)

Memo No: 22.02.0000.099.14.076.25.71

Date: 28 February 2026

The Government of the People's Republic of Bangladesh (GoB) has received a credit from the International Development Association (IDA) towards the cost of "Bangladesh Environmental Sustainability and Transformation (BEST) Project" to be implemented by the Department of Environment (DoE) under Ministry of Environment, Forest and Climate Change (MoEFCC) and intends to apply a part of the proceeds of this credit to hire an Environmental and Social Specialist for the project as an Individual National Consultant.

1. Scope of Services:

The consultant will closely work at the Project Management Unit (PMU) under the DoE to help implement the project successfully. The scope of services of the consultant includes, but not limited to:

The major responsibilities/ accountabilities of the consultants include, but not limited to:

- 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 (EHS), 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 SECDFP 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;

2. Qualifications

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

3. 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 (EHS);
- 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.

4. **Duration:** The duration of the contract will be 24 months, with possibility of extension depending on performance of the consultant, availability of budget and business needs. **Commencement of the Service: 01 April 2026 (Indicative).**

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

6. **Place of Working:** Primarily at DoE HQ with field visits all over Bangladesh if required.

7. **Logistics Support:** Project will provide office space, logistics and institutional support to the consultant in carrying out the assignment.

8. **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.

9. **Selection Method:** a) A 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).

- (i) Special attentions are drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the Procurement Regulations setting forth the World Bank's policy on Conflict of Interest, and
- (ii) Section III, paragraphs 3.21-3.24 of the Procurement Regulations setting forth the World Bank's policy on Eligibility, including the specific pre-requisite conditions to be met for the eligibility, on exceptional basis, of Government officials and civil servants of the Borrower's country under consulting contracts in the Borrower's country.

b) Individuals who are currently working as consultants on another World Bank-financed project may also compete in this selection process, but if they are selected they will be required before signing the proposed contract to provide documentary evidence of having satisfactorily complied with their existing contract's requirements with respect to early termination of the contract by the consultant, including advance notice period, to avoid disruption in implementation of that project

c) Applicants are required to submit their Expressions of Interest (EOI), comprising of a CV (including employment history with duties and responsibilities) describing briefly the reasons that the applicant considers him/her-self best suited to perform the assignment.

d) ToR is also available in DoE website (www.doe.gov.bd)

e) Expression of Interest needs to be submitted (either through e-mail or in person or by mail) to the following address by 14:00 hours on 15 March, 2026. The authority reserves the right to accept or reject any or all EOIs without assigning any reason, whatsoever.



28/2/2026

AKM Rafiqul Islam

Project Director

Bangladesh Environmental Sustainability and Transformation (BEST) Project

Department of Environment

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