



**THE REPUBLIC OF GHANA
MINISTRY OF FOOD AND AGRICULTURE (MOFA)
TREE CROP DEVELOPMENT AUTHORITY (TCDA)
GHANA TREE CROP DIVERSIFICATION PROJECT (GTCDP)**

REFERENCE: GH-MOFA/TCDA-562972-CS-INDV

**REQUEST FOR EXPRESSION OF INTEREST
INDIVIDUAL CONSULTANT SELECTION – RECRUITMENT OF ENVIRONMENTAL
SPECIALIST**

1. BACKGROUND

The Government of Ghana has secured a US\$200 million World Bank IDA credit to implement the six-year Ghana Tree Crop Diversification Project (TCDP). The Project seeks to improve economic, social and climate resilience across the cocoa, coconut, cashew and rubber value chains. It is implemented by the Ghana Cocoa Board (COCOBOD) for cocoa and the Tree Crops Development Authority (TCDA) for coconut, cashew and rubber.

The Project supports institutional strengthening and sector governance; productivity and climate resilience; post-harvest management, value addition and market access; and project coordination, monitoring and evaluation.

2. THE OBJECTIVES OF THE ASSIGNMENT

Reporting to the Project Coordinator, the Environmental Specialist will provide technical leadership and oversight for environmental and climate safeguards. The Specialist will ensure that all project activities are environmentally sustainable, climate-resilient and compliant with Ghanaian environmental requirements and the World Bank Environmental and Social Framework (ESF).

The Specialist will lead the implementation and monitoring of the Project's environmental, social and Occupational Health and Safety (OHS) instruments, including the ESMF, IPMP, LMP, SEP, ESCP and site-specific instruments such as ESIAs, ESMPs and environmental and social audits.

3. KEY AREAS OF RESPONSIBILITY

The Environmental Specialist will undertake the following tasks:

- Advise the Project Implementation Unit (PIU) on compliance with applicable Ghanaian environmental laws, regulations, policies, standards and guidelines, as well as the World Bank ESF and relevant Environmental and Social Standards.
- Oversee environmental screening, risk classification and mitigation planning for subprojects, and recommend or prepare the required site-specific environmental instruments.
- Ensure environmental and social requirements and appropriate mitigation clauses are incorporated into bidding documents, contracts and implementation arrangements.
- Lead the preparation, updating, implementation and monitoring of environmental instruments, including ESIA's, ESMPs, CESMPs, audits and the Environmental and Social Commitment Plan.
- Undertake regular field monitoring, document findings and follow up on corrective actions to ensure timely resolution of environmental risks and impacts.
- Develop and deliver training on environmental risk management, integrated pest management, OHS, climate-smart agriculture and sustainable practices for PIU staff, contractors, MMDAs, farmers, agribusinesses and other beneficiaries.
- Lead implementation of the Integrated Pest Management Plan and provide guidance on safe pesticide use, storage, handling and disposal in line with relevant standards.
- Support stakeholder engagement and the grievance mechanism for environment-related complaints, ensuring the perspectives of women, youth and other vulnerable groups are considered.
- Integrate climate change adaptation and mitigation, agroforestry, sustainable land-use planning and climate risk screening into project interventions, and advise on carbon finance opportunities.
- Liaise with the Environmental Protection Authority, Forestry Commission, Water Resources Commission, MoFA, District Assemblies, the World Bank and other relevant stakeholders to facilitate approvals, monitoring and compliance.
- Develop an environmental safeguards monitoring and evaluation system; track ESCP commitments; and prepare timely quarterly, semi-annual, annual and ad hoc reports.

- Document lessons learned and good practices and contribute to knowledge products, case studies and policy briefs on sustainable tree crop development.

4. QUALIFICATIONS AND EXPERIENCES REQUIRED

- Master's Degree in Environmental Management, Environmental Engineering, Natural Resources Management or related field
- At least 8 years of relevant work experience as an Environmental Specialist or an Environmental Officer.
- At least 3 years' experience in the preparation of ESIAs, ESMF, ESMP, Integrated Pest Management Plan and/or other related instruments for donor funded projects.
- Proven experience in conducting screening, formulating, assessing, and reviewing environmental and social safeguards documents;
- Knowledge of local, regional, national, and international institutions, legislation and conventions related to environmental risk management and climate change;
- Experience in carrying out stakeholder consultations and organizing environmental and social safeguards training workshops/seminars will be considerable asset;
- Familiarity with Ghana EPA's regulations and procedures and World Bank Environmental and Social Framework (ESF) and associated Environmental and Social Standards (ESSs);
- Working relationship with the Ghana EPA will be an advantage;
- Proven track record in working effectively within multidisciplinary teams;
- Evidence of being able to work effectively in high-pressure environment and to tight delivery deadlines;
- Literacy in Geographical Information System (GIS) is recommended.
- Candidate must be computer literate, competent in the use of PowerPoint Presentation, and should have good verbal and written English language skills.
- Experience working on World Bank funded Agric projects will be an advantage

Remuneration: Competitive Salary

Job Location: Accra

Job Duration: Expected duration of the assignment is 12 months. The contract will be renewed based on satisfactory performance. The services will be provided on a full-time basis.

5. The Ministry of Food and Agriculture through TCDA invites eligible Individual Consultants to indicate their interest to provide the service. Interested Consultants should provide information through a Curriculum Vitae (CV) demonstrating that, they have the required qualifications and relevant experience to perform the service. **CVs should not exceed five (5) pages.**
6. Further information can be obtained at the address below during office hours *i.e.* 0900 to 1700 hours.
7. Please click on link to download the Terms of Reference: <https://tcda.gov.gh/wp-content/uploads/2026/09/TOR-Environmental-Specialist-Final-Version.pdf>
8. Expressions of interest must be delivered in a written form to the address below (in person, , or by e-mail) by **15:00 GMT, Friday 25th September, 2026**

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