



**REPUBLIC OF GHANA
MINISTRY OF FOOD AND AGRICULTURE
TREE CROPS DEVELOPMENT AUTHORITY
(CONSULTING SERVICES - INDIVIDUAL CONSULTING SELECTION)**

Name of Project	Ghana Tree Crop Diversification Project (P180060)
Loan No./Credit No./Grant No	IDA Credit No.
Assignment Title	ENVIRONMENTAL SPECIALIST

BACKGROUND

The Government of Ghana secured a US\$200 million World Bank IDA credit to implement the six-year Tree Crop Diversification Project (TCDP), aimed at improving economic, social, and climate resilience in the cocoa, coconut, cashew, and rubber value chains. The project is implemented by COCOBOD (for cocoa) and TCDA (for coconut, cashew, and rubber).

The project is structured around four main components:

1. **Institutional Strengthening and Governance:** Enhances the capacity of COCOBOD and TCDA, improves sector governance, supports digital traceability systems (including tree tagging and farmer registration), strengthens transparency, and addresses child labour through prevention and monitoring strategies.
2. **Productivity and Climate Resilience:** Promotes research, farm rehabilitation, climate-smart practices, nursery development, extension services, and reforestation to increase productivity, profitability, and environmental sustainability.
3. **Post-Harvest Management, Value Addition, and Market Access:** Supports private investment in processing and value addition through matching grants, technical assistance, investor mobilization, and market linkages, with support from financial institutions and partner agencies.
4. **Project Coordination and M&E:** Funds project management, procurement and financial systems, environmental and social safeguards, monitoring and evaluation, and

knowledge management, while also addressing gender, inclusion, and child labour concerns.

THE OBJECTIVES OF THE ASSIGNMENT

The objective of this assignment is to provide technical leadership and oversight for environmental and climate safeguards under the Ghana Tree Crop Diversification Project, ensuring full compliance with the World Bank Environmental and Social Framework (ESF), national environmental regulations, and the effective implementation of all project environmental instruments.

Reporting to the Project Coordinator, the Environmental Specialist (ES) will play a lead role in ensuring that all project activities under the Ghana Tree Crop Diversification Project (TCDP) are environmentally sustainable, climate-resilient, and compliant with both national requirements and the World Bank's Environmental and Social Framework (ESF). The Specialist will also be responsible for the effective implementation and monitoring of the project's safeguard instruments related to environmental management and Occupational Health and Safety (OHS) including the Environmental and Social Management Framework (ESMF), Integrated Pest Management Plan (IPMP), Labour Management Procedures (LMP), Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP), and other site-specific environmental instruments such as the Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Environmental and Social Audit etc. that may be prepared in the course of the project.

SCOPE OF SERVICES

1. Environmental Safeguards Compliance

- Advise the Project Implementation Unit (PIU) on environmental requirements and compliance with Ghanaian statutes, regulations, policies, standards and guidelines.
- Ensure project compliance with the World Bank ESF, particularly the applicable Environmental and Social Standards (ESS), and adhere to good international industry practices on environmental risk management.

- Oversee the implementation of the Environmental and Social Management Framework (ESMF) in guiding screening, risk classification, and mitigation of subproject impacts.
- Ensure Environmental & Social (E&S) requirements are incorporated into relevant bidding and contracting documents.
- Oversee the preparation, updating implementation, and monitoring of relevant environmental (and social) instruments e. g. ESIA and ESMPs.
- Facilitate implementation of commitments outlined in the Environmental and Social Commitment Plan (ESCP).

2. Screening and Risk Assessment

- Conduct environmental screening of subprojects to identify risks and impacts.
- Classify subprojects by risk category (low, moderate, substantial and high) and recommend site-specific instruments and mitigation measures.
- Prepare necessary screening reports and share with the World Bank for review and advice.
- Informed by the screening reports, develop appropriate Terms of Reference (TORs) to guide the preparation of relevant site-specific instruments for relevant subprojects
- Conduct necessary site assessments and prepare relevant safeguard instruments, as necessary, to mitigate the environmental risk of project activities and sites.
- Undertake regular site monitoring and provide necessary guidance and follow up to ensure quick resolution of any observed environmental risk and impact.

3. Capacity Building & Training

- Develop and disseminate training modules and manuals on environmental risk management including IPMP for cashew, coconut, and rubber tree crop value chains.
- Provide training for project partners and beneficiaries, including MMDAs, farmer groups, agribusinesses, contractors, etc. on environmental safeguards, Occupational Health and Safety (OHS) and sustainable practices.

- Work closely with the project's Social Development Specialist to implement existing social risk management instruments such as the Labour Management Procedures (LMP), Resettlement Policy Framework (RPF), and the Stakeholder Engagement Plan (SEP), as well as other site-specific social instruments e.g. Resettlement Plans, which may be prepared in the course of project implementation. Support the implementation of the Stakeholder Engagement Plan (SEP) ensuring project stakeholders, partners and communities are informed and consulted on environmental issues.
- Provide relevant advice and support project beneficiaries to acquire necessary applicable statute permits e. g EPA permits, Fire certificates, Water Resources Commission's permits etc.

4. Monitoring and Reporting

- Develop and implement a Monitoring & Evaluation (M&E) system for environmental safeguards.
- Monitor the implementation of environmental mitigation measures and compliance with E&S instruments such as ESMF, IPMP, ESMP etc.
- Track progress on ESCP commitments and flag deviations to the PIU
- Prepare and submit quarterly and annual environmental safeguards reports to the PIU for onward submission to the World Bank.

5. Pest Management Oversight

- Lead implementation of the project's Integrated Pest Management Plan (IPMP).
- Conduct IPM training needs assessments and coordinate capacity building for stakeholders.
- Provide guidance on safe pesticide use, storage, handling, and disposal in line with FAO/WHO standards.
- Promote biological and environmentally friendly pest and disease control methods.

6. Stakeholder Engagement & Grievance Management

- Support the implementation of the Stakeholder Engagement Plan (SEP) by ensuring inclusive consultations and community participation in environmental decision-making.
- Collaborate with the Social Development and Gender Specialists to operationalize the Grievance Redress Mechanism (GRM) for environment-related complaints and provide feedback, as necessary
- Ensure that the perspectives of vulnerable groups (women, youth) are integrated into environmental safeguards measures.

7. Climate Change and Sustainability

- Promote awareness creation on climate change adaptation and mitigation.
- Integrate climate-smart agriculture, agroforestry, and sustainable land-use planning into all TCDP interventions, working closely with the Value Chain Specialist.
- Provide technical advice on carbon finance opportunities
- Support climate risk screening and develop resilience-building strategies for smallholder farmers.
- Ensure project alignment with national and international climate change policies and conventions such as Ghana's Nationally Determined Contributions (NDCs) and Paris Climate Agreement.

8. Collaboration with Institutions

- Liaise with the Environmental Protection Authority (EPA), Forestry Commission, Ministry of Food and Agriculture (MoFA), TCDA, District Assemblies, and other stakeholders to ensure environmental safeguards compliance.
- Coordinate safeguards implementation with World Bank missions and technical support teams.
- Facilitate information sharing and collaboration between government, private sector, and community actors on sustainable cashew, coconut and rubber tree crops development.

9. Documentation and Knowledge Sharing

- Document lessons learned and best practices in implementing the ESMF, IPMP, Land all other relevant safeguard instruments.
- Contribute to the development of knowledge products, case studies, and policy briefs to support evidence-based policymaking in sustainable cashew, coconut and rubber tree crops development.

Performance Criteria

The Environmental Specialist is responsible for ensuring that all project activities under the Ghana Tree Crop Diversification Project (GTCDP) which are implemented by the Tree Crops Development Authority comply with the **World Bank Environmental and Social Framework (ESF)** and **national environmental regulations**. Key performance expectations include:

- **Environmental Compliance:** Timely screening and classification of all project activities and ensuring no activity is implemented without required environmental approvals and permits.
- **Safeguard Instruments:** Timely preparation, review, and implementation of environmental instruments (ESMPs, CESMPs, EIAs where applicable), including integration of environmental clauses into procurement documents.
- **Monitoring & Reporting:** Regular field monitoring, documentation of findings, and timely submission of semi-annual and annual environmental safeguard reports.
- **Regulatory Coordination:** Effective engagement with EPA and other relevant regulatory institutions to facilitate approvals and inspections.
- **Capacity Building:** Training of PIU staff, contractors, and beneficiaries on environmental safeguards and climate-smart practices.

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.

Requirements for added advantage

- Proven ability to multi-task and work independently;
- Highly self-motivated, confident and with good interpersonal skill;
- Ability to arrange and facilitate consultations, meetings and workshops;

REPORTING AND COORDINATION

- The Environmental Specialist shall report directly to the Project Coordinator of the Ghana Tree Crop Diversification Project (TCDP).
- The Specialist shall work in close coordination with the Social Safeguards Specialist, Procurement Specialist, M&E Specialist, and other members of the Project Implementation Unit (PIU) to ensure integrated safeguard compliance across all project activities.
- The Specialist shall liaise regularly with relevant regulatory institutions, including the Environmental Protection Authority (EPA), Forestry Commission, Water Resources Commission, and relevant Metropolitan, Municipal, and District Assemblies to facilitate environmental approvals, monitoring, and compliance.
- The Specialist shall coordinate with contractors, consultants, nursery operators, and service providers to ensure effective implementation of environmental mitigation measures and compliance with approved environmental instruments.
- The Specialist shall provide timely environmental safeguard inputs and reports including other ad hoc environmental reports for internal management, World Bank team and external parties such as the EPA.
- The Specialist shall support coordination between TCDA, COCOBOD, and other participating agencies under GTCDP to ensure consistent application of environmental safeguard standards across project components.

Duration of Assignment

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