

I. Post Information

Post Title: **Health, Safety, Social and Environmental Analyst**
 Project Category: **3**
 Project Focus: **Implementation**
 Project Area: **Infrastructure**
 Post Number:
 Organisational Unit: GHMCO, Sierra Leone Country Office
 Supervisor: Team Leader
 Source of Funding: Project

Current Grade:
 Proposed Grade: **ICS 8**
 Approved Grade: X
 Post Classified by:
 Classification Approved by:

II. Organisational Context

The United Nations Office for Project Services (UNOPS) is an operational arm of the United Nations, supporting the successful implementation of its partners' peacebuilding, humanitarian and development projects around the world. Mandated as a central resource of the United Nations, UNOPS provides sustainable project management, procurement and infrastructure services to a wide range of governments, donors and United Nations organisations. With over 6,000 personnel spread across 80 countries, UNOPS offers its partners the logistical, technical and management knowledge they need, where they need it. By implementing around 1,000 projects for our partners at any given time, UNOPS makes significant contributions to results on the ground, often in the most challenging environments.

Project Information:

Poor access to electricity is recognised as a binding constraint to long-term economic growth in Sierra Leone. The country is currently experiencing a net deficit of power and is in desperate need of new power sources. The Ministry of Energy has developed an Energy Sector Roadmap and action plan with initiatives to increase energy access through technical and non-technical interventions. Part of the roadmap strategy is to incorporate Sierra Leone's great Renewable Energy resources to provide security of supply to rural communities and to boost the economy.

To help address the energy infrastructure needs, UNOPS on behalf of the Ministry of Energy, is implementing activities to increase electricity accessibility to public services and enhance economic growth in underserved rural communities.

The project aims to expand energy access to remote villages, leading to improved development outcomes in health, education and economic development to beneficiary communities. This will enable reliable, clean and affordable electricity and in turn improve social, economic and health benefits to rural communities. Providing electricity access to isolated communities will result in improved economic benefits, reducing the relative cost of energy access by eliminating the expense of alternative sources, such as batteries and kerosene, and will reduce or eliminate the cost of diesel generators for energy reliant businesses. The project is in support of the Ministry's objective of increasing access to electricity in rural communities, exploring a variety of alternative sources of renewable energy. It is envisioned that the project will contribute to the Government's Sustainable Development Goals (SDGs) addressing multiple development initiatives.

Furthermore, the project will enhance partnerships between public, private and social sector stakeholders to address poverty reduction, and encourage the participation of the private sector in the provision of commercially viable energy services in rural communities.

Local Context:

UNOPS has been active in Sierra Leone since 2000 and has delivered a variety of infrastructure projects nationwide, particularly in the fields of Renewable Energy, Health and Security Infrastructure, and has implemented and procured a variety of vehicles, non-medical health related items, medical equipment, and Solar Photovoltaic systems.

III. Functions / Key Results Expected

Summary of functions:

1. Monitoring and reporting
2. Knowledge management and innovation

1. Monitoring and reporting

- Analytical and technical tasks:
- Participate in the development of environmental and social safeguards tools, including Environmental and Social Management Frameworks or Plans;
- Roll out the implementation of Environmental and Social (E&S) safeguards tools in consultation with governments, donors and implementing partners and as part of project management;
- Monitor and report on environmental and social screening processes of site-specific activities;
- Oversee, monitor and report on indicators in the E&S safeguards instruments;
- Ensure that appropriate E&S instruments and tools are applied by all implementers of a project;
- Trigger and oversee the implementation of environmental correction measures by implementing partners;
- Ensure that appropriate environmental mitigation measures are proposed and met;
- Undertake follow-up monitoring to ensure that proposed mitigation measures are implemented according to the E&S safeguards instruments;
- Conduct supervision and monitor field visits to sites, where applicable;
- Assist on developing and delivering a series of spot checks to ensure mitigation measures are properly implemented in line with the guideline;
- Compile reports on E&S impacts, and mitigation measures, as per E&S safeguards instruments;
- Handle additional assignments as directed by Project Managers;
- Advise governments on E&S safeguards.

2. Knowledge management & innovation

- Provide technical support to projects as required;
- Carry out training and capacity building on E&S tools and frameworks, especially for new personnel in the UNOPS Office, governments and other potential implementing partners.

IV. Impact of Results

UNOPS in Sierra Leone undertakes a number of infrastructure projects. The purpose of this role would be to provide inputs where these projects have impacts that are social in nature, particularly where donors and governments have safeguards regimes in place or in development.

The contractor will be prepared to travel to any site in country.

The Social and Environmental Safeguard Officer will be responsible that all project activities are successfully supervised and monitored against the respective E&S frameworks, including understanding of the risks and impacts and implementation of mitigation measures; Successful correction measures are undertaken by UNOPS and all partners where mitigation measures have failed; High quality reporting as defined in the project tools; and Improved staff capacity.

V. Competencies



Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high standards of trustworthiness. Role model for diversity and inclusion.



Acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. **For people managers only:** Acts as positive leadership role model, motivates, directs and inspires others to succeed, utilising appropriate leadership styles



Demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Builds and maintains strong external relationships and is a competent partner for others (if relevant to the role).



Efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources maximizes our impact on our beneficiaries.



Open to change and flexible in a fast paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behaviour. Performance is consistent, even under pressure. Always pursues continuous improvements.



Evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.



Expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.

VI. Recruitment Qualifications

Education:	<ul style="list-style-type: none"> - Technical/Professional Diploma in Environmental Science or other relevant discipline is required. - Applicants with a First level University degree (Bachelor's degree or equivalent) combined with two (2) years of relevant experience will be considered. - An Advanced University degree (Master's Degree or equivalent) with relevant discipline is an asset.
Certification:	-
Experience:	<ul style="list-style-type: none"> - Minimum 2 years of relevant experience in environmental management is required; - At least 1 year of experience with the design or implementation of environmental safeguards tools is required; - At least 1 year of experience with environmental risk analysis and risk mitigation strategies is required; - Candidates with experience working on rural infrastructure projects will be an asset; - Experience with technical assistance projects with focus on solar renewable energy will be an added advantage; - Experience working in a project or operations management capacity in UNOPS, a UN organization or a similar international organization would be considered a strong asset; - Experience liaising and working with government officials to facilitate planning, implementation, and monitoring and evaluation of projects would be considered a strong asset; - Experience working in multicultural teams. - Willingness to travel to project sites across the country and sub-region.
Language Requirements:	<ul style="list-style-type: none"> - Full working knowledge of the English language is required. - Fluency in one or more local language is desired.

VII. Signatures- Post Description Certification		
Incumbent <i>(if applicable)</i> :		
Name:		
Title:	Signature:	Date:
Supervisor:		
Name:		
Title:	Signature:	Date:
Chief Division/Section:		
Name:		
Title:	Signature:	Date: