



Federal Republic of Somalia
Ministry of Interior, Federal Affairs & Reconciliation

Terms of Reference – ToR for Bulsho Project Environmental Specialist

Name of the Project: Bulsho Program - Strengthening Community Institutions for Social Cohesion, Inclusion and Resilience.

Project ID: P508408

Position Title: Bulsho Project Environmental Specialist

Reporting to: Bulsho National Project Coordinator

Type of Appointment: Individual Consultant

Ref No: SO-MOIFAR-498751-CS-INDV

Duration: 12 months with 3 months of probationary period) and renewable upon satisfactory performance.

Deadline: 18th November, 2025, 4:00 PM Mogadishu time.

Duty Station: Mogadishu, Somalia (with potential travel to the Federal Member States)

1. Background

An Environmental Specialist is required to support the Ministry of Interior, Federal Affairs and Reconciliation of the Federal Government of Somalia - FGS in the implementation of a World Bank-funded Program, the Bulsho Program – Strengthening Community Institutions for Social Cohesion, Inclusion and Resilience (P508408). The main objective of the BULSHO program is to strengthen community and local institutions for improved social cohesion, inclusion, and resilience. The Project effectiveness was by August 8, 2025. In support of activities under Bulsho Project the Federal Government's Ministry of Interior, Federal Affairs and Reconciliation – MOIFAR is seeking to hire an Environmental Specialist as part of the National Project Coordination Unit - PCU.

2. Project Overview

Under the lead of the Ministry of Interior, Federal Affairs and Reconciliation – MoIFAR of the Federal Government of Somalia has designed a national program called Bulsho, the Somali word for society. The Bulsho program puts citizens and communities at the center of the government's action. The Bulsho Program is a Somali government-led initiative designed to strengthen community and local institutions, fostering social cohesion, inclusion, and resilience. As Somalia

continues its recovery from two decades of civil war, the program places a strong emphasis on enhancing service delivery, rebuilding the social contract, and promoting community-centered governance. This uniquely Somali-owned and -driven initiative underscores government ownership and leadership at federal, member state, and district levels, ensuring institutional sustainability and the realization of key policy outcomes.

The Bulsho Program will be anchored in the government’s "triple-nexus" objectives, focusing on three interrelated policy priorities:

1. Supporting the realization of the Federal Government of Somalia (FGS) and Federal Member States’ (FMS) Decentralization Policy and Local Government laws/Wadajir Framework, which aim to strengthen the roles of community institutions and local governments.
2. Advancing the National Stabilization Strategy (NSS) policy objectives by prioritizing stabilized districts, including those with interim or permanent district councils.
3. Contributing to the revised National Reconciliation Framework, focusing on social reconciliation, restoring the social contract, rebuilding trust between people and the government, promoting social recovery, and fostering environmental peacebuilding

The **development objective** of the Bulsho Program is to reinforce community and local institutions for improved social cohesion, inclusion, and resilience. The program will contribute to:

- **Social cohesion:** Enhancing the citizen-state social contract.
- **Social inclusion:** Empowering marginalized groups, including women and youth.
- **Social resilience:** Strengthening collective capacity to respond to local conflicts and climate-induced shocks.

The Bulsho Program operates within a “**continuum**” framework, spanning recovery, stabilization, reconciliation, and sustainable local governance. This phased approach ensures seamless transitions from immediate recovery efforts to long-term governance and institutional strengthening. The program prioritizes hard-to-reach and remote districts but remains inclusive of all regions to ensure comprehensive national coverage and impact.

Key Bulsho Project Support Areas

The Bulsho Project will provide support to achieve its objectives through:

1. **Technical support and capacity building** for community and local governments.
2. **Matching grants** for investments in basic services and livelihoods.
3. **Innovations** promoting empowerment, inclusion, accountability, and resilience, such as:
 - Collective action allowances for women and youth.
 - Financial transparency platforms.
 - Digital planning tools for communities.

The Bulsho Project is implemented in full compliance with the **World Bank Environmental and Social Framework (ESF)**, which sets out ten Environmental and Social Standards (ESS) governing risk management, inclusion, and sustainability. To operationalize these requirements, MoIFAR and the World Bank have agreed on an **Environmental and Social Commitment Plan (ESCP)**, which specifies the material measures, actions, timelines and responsibilities for addressing

environmental, social, health, safety, and security risks. In line with the ESCP, the Project Operations Manual (POM) incorporates environmental and social screening procedures, exclusion lists, and templates for Environmental and Social Management Plans (ESMPs). These instruments ensure that all Bulsho-funded investments are screened, appraised, and managed according to the ESF, with site-specific ESMPs developed and implemented for local community infrastructure under the matching grants components where required.

MoIFAR, FGS has established a National Project Coordination Unit (PCU) headed by a National Project Coordinator, which has the overall responsibility for the day-to-day management of the WB-funded Bulsho project. The FMS Ministries of Interior (Moi) have established Project Implementation Units (PIUs) headed by State Project Managers, which have the responsibility for the activities that take place in their states.

3. Objectives of the Assignment

The Environmental Specialist at the PCU will provide overall technical guidance, oversight, and quality assurance on environmental risk management across all Bulsho components. The Specialist will coordinate and work closely with the PCU Social Specialist, PIUs Environmental & Social Safeguarding Specialist and the World Bank to ensure project compliance with the World Bank Environmental and Social Standards, the Bulsho Environmental and Social Commitment Plan (ESCP) and the Bulsho POM.

The Environmental Specialist will guide PIUs in the application of environmental screening tools, review and clear state- and district-level Environmental and Social Management Plans (ESMPs) and ensure that lessons and good practices are integrated into Bulsho processes and reporting.

4. Key Responsibilities

Under the direct supervision of the PCU National Project Coordinator, the Environmental Specialist at the PCU will:

- Provide overall technical guidance on environmental risk management across all Bulsho components, ensuring compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Commitment Plan (ESCP), and the Project Operations Manual (POM).
- Lead the development, updating, and dissemination of project-level environmental instruments (e.g., Environmental and Social Screening tools, ESMPs, and training materials) in coordination with the Social Specialist, PIUs Environmental & Social Safeguarding and the World Bank.
- Review and provide quality assurance for environmental screening, scoping, and site-specific Environmental and Social Management Plans (ESMPs) prepared by PIUs and districts/Local Governments.

- Ensure that Bulsho applies a climate-resilient approach, by overseeing PIU reviews of district-level investments to confirm that designs integrate measures for climate adaptation, resilience and sustainable natural resource use.
- Provide guidance and tools to the FMS PIUs on mainstreaming climate resilience into local investment planning.
- Monitor and verify compliance with environmental mitigation measures across all participating states and districts, consolidating findings into quarterly and annual reports for MoIFAR, FGS and the World Bank.
- Provide technical backstopping and troubleshooting to the FMS MoIs PIUs on environmental risk management, including advice on complex or sensitive cases.
- Ensure environmental risk management requirements are integrated into procurement processes and contract management in collaboration with the PCU Procurement Specialist.
- Assist in monitoring the implementation of grievance redress mechanisms (GRM) for environmental and social issues in collaboration with the PCU Social Specialist.
- Contribute to cross-cutting reporting, knowledge-sharing and lesson learning on environmental and social risk management within Bulsho.

5. Deliverables

During the course of the assignment, the Environmental Specialist will be expected to achieve the following:

- Project-level environmental risk management instruments (e.g., screening tools, ESMPs, guidelines, training materials) finalized, updated, and disseminated to PIUs.
- Reviewed and approved environmental screening reports and site-specific ESMPs from PIUs and districts, confirming compliance with the ESF, ESCP, and POM.
- Consolidated quarterly and annual reports on environmental compliance and risk management, submitted to MoIFAR, FGS and the World Bank.
- Evidence that climate resilience has been systematically integrated into district-level investment planning and implementation with documented guidance and quality assurance provided to ensure adaptation measures are applied.
- Documented evidence of environmental risk management provisions integrated into procurement and contract processes at Federal and state levels.

- Records of technical backstopping and troubleshooting provided to the FMS Mol PIUs, including resolution of complex environmental management cases.
- Evidence of functional grievance redress mechanisms (GRM) for environmental issues, with consolidated reports of cases and outcomes.
- Knowledge products (e.g., case studies, lessons learned briefs) on environmental management in community-driven local investments shared with stakeholders.

6. Reporting

The Environmental Specialist will report to the PCU National Project Coordinator. He/she will work closely with the PCU Social Safeguarding Specialist, the Community Development and Local Governance Specialist, and the Gender and GBV-SEA/SH Specialist of the PCU. He/she will coordinate and closely working with the Environmental and Social Safeguarding Specialists of the FMS Mols PIUs.

7. Qualifications and Experience

This position requires a senior environmental risk management professional, committed to ensuring oversight and quality assurance of environmental safeguards in complex, multi-stakeholder programs. The successful candidate will demonstrate the following qualifications:

Education

- University degree in environmental science, natural resource management, environmental engineering, or a related field. A master's degree is an advantage.

Professional Experience

- Minimum of 10 years of professional experience in environmental risk management, impact assessment, or safeguards compliance.
- At least 8 years of experience in donor-funded programs, with a proven track record in applying the World Bank Environmental and Social Framework (ESF) or equivalent standards.
- Demonstrated experience in developing environmental instruments (e.g., ESMF, ESIAs, ESMPs, screening tools, guidelines, training materials) and providing quality assurance or oversight functions.
- Previous experience working with government institutions at Federal and/or State and local government level, preferably in fragile or conflict-affected settings.

Skills and Competencies

- Strong analytical skills and ability to provide technical guidance on complex environmental and social risk management issues.

- Proven capacity to support institutional capacity building and knowledge transfer.
- High level of professional commitment, ethical conduct, and accountability.
- Excellent organizational, coordination, and problem-solving skills.
- Strong communication, facilitation and reporting skills, with proven ability to engage effectively with government, donors, and communities.
- Proficiency with MS Office applications and environmental assessment tools/software

Knowledge

- In-depth understanding of the World Bank ESF, ESCP, and related instruments.
- Familiarity with Somalia’s environmental regulations, institutional frameworks, and governance context.
- Awareness of linkages between environmental management, climate resilience, and community-driven development.

Input/facility provided by the Client:

The client will provide office space with necessary furniture and other facilities such as printing facility etc. to enable the consultant to perform day-to-day work. The Client shall also provide soft and hard copies of existing Environmental and Social Framework (ESF), Environmental and Social Commitment Plan (ESCP), template Environmental and Social Management Plan (ESMP), Ten Environmental and Social Standards (ESS), and Environmental and Social Screening tools on signing of the contract.

Language Requirements

Excellent command of both English and Somali (reading, writing, and presenting) is essential.

How to apply.

MOIFAR now invites eligible Individual Consultants to indicate their interest in providing the above-mentioned services.

The attention of interested Consultants is drawn to section III, para 3.14,3.16 & 3.17 of the World Bank’s Procurement Regulations for IPF Borrowers: Procurement in Investment Projects Financing Goods, Works, Non -Consulting and Consulting Services, July 2016, revised November2017, August 2018, November 2020 and September 2023 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

Interested candidates should provide the following: (i) Curriculum Vitae (CV) with 3 reference persons; (ii) copies of certificates of academic qualifications; and (iii) cover letter outlining their experience and qualifications in relation to the role.

Interested candidates should submit their applications marked with the subject title of the position by the following email address: info@moifar.gov.so and copy to Abdirahman.ahmed@moifar.gov.so latest by 18th November, 2025 at 4:00 PM Mogadishu time.

A Consultant will be selected in accordance with the Individual Consultant method set out in the World Bank Procurement Regulations and Federal Government Relating Policies.

Attention:

Bulsho Project
Ministry of Interior, Federal Affairs and Reconciliation
Federal Government of Somalia
Mogadishu, Somalia