



GOVERNMENT OF SOMALILAND
Ministry of Local Government and Urban Development

Terms of Reference – ToR for Bulsho Project Social Safeguarding Officer

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

Project ID: P508408

Position Title: Bulsho Project Social Safeguarding Officer

Reporting to: PIU Project Coordinator/Manager

Type of Appointment: Individual Consultant

Ref No: SO-MOLGUD-568115-CS-INDV

Duration: 12 months and renewable upon satisfactory performance.

Duty Station: Hargeisa, Somaliland (with travel to project regions/districts)

Deadline:

1. Background

The Government of Somaliland (GoSL), through the **Ministry of Local Government and Urban Development (MoLGUD)**, is implementing the World Bank–funded Bulsho Project – Strengthening Community Institutions for Social Cohesion, Inclusion and Resilience (P508408).

To support effective implementation, MoLGUD intends to recruit a **Social Safeguarding Officer** within the Project Implementation Unit (PIU). The Officer will provide technical leadership on social risk management, inclusion, and safeguarding in line with the World Bank Environmental and Social Framework (ESF).

2. Project Overview

The Bulsho Project is led by **MoLGUD** and focuses on strengthening community and local government institutions to enhance social cohesion, inclusion, and resilience across Somaliland.

The program places citizens and communities at the center of governance and aims to:

- Improve service delivery
- Strengthen the social contract between citizens and government
- Promote inclusive and participatory governance

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 places strong emphasis on social development and inclusion through mechanisms such as the Local Social Contract Platform (LSCP), Citizens’ Charters, and participatory community planning. These processes are designed to strengthen citizen–state relations and ensure meaningful participation of women, youth, minorities, IDPs, and other marginalized groups.

The Bulsho Project will be 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, **MoLGUD** 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 an **Environmental and Social Management Framework (ESMF)**, including 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 infrastructure where required.

The **Project Implementation Unit (PIU)** within MoLGUD is responsible for overall project coordination and oversight.

3. Objectives of the Assignment

The Social Safeguarding Officer will provide overall technical guidance, oversight and quality assurance on social risk management and inclusion across the Bulsho project. The Officer will ensure that the Local Social Contract Platform (LSCP), Citizens’ Charters, community planning, and matching grants advance social development objectives, particularly inclusion of women, youth, minorities, IDPs, and other marginalized groups.

4. Key Responsibilities

Under the supervision of the PIU manager, the Social Safeguarding Officer will:

- Lead the implementation of social risk management, inclusion, and gender mainstreaming activities across the Bulsho project, including direct support to districts and communities.
- Ensure compliance with the World Bank Environmental and Social Framework (ESF), the Environmental and Social Commitment Plan (ESCP), and the Bulsho POM in all social development aspects.
- Review and provide quality assurance for district-level social risk assessments, social development inputs to ESMPs, and social safeguard reports.
- Provide technical guidance and mentoring to district authorities, contractors, community committees, and implementing partners on social safeguards, gender inclusion, citizen engagement, participatory planning, grievance management, and SEA/SH risk mitigation.
- Strengthen district capacity for implementing social risk mitigation measures, stakeholder engagement activities, and inclusive development approaches.
- Monitor inclusivity of LSCPs, Citizens' Charters, and community planning, ensuring participation of women, youth, minorities, IDPs, and other marginalized groups.
- Provide technical backstopping to districts in implementing social risk mitigation measures, grievance redress mechanisms (GRM), and gender and inclusion strategies.
- Consolidate reports on social safeguarding and gender inclusion from district-level activities and contribute to quarterly and annual project progress reports.
- Support learning, knowledge sharing, and dissemination of good practices in social development and gender inclusion.
- Support districts and communities in conducting social screening and preparing social development inputs to site-specific ESMPs in line with ESF and POM requirements.
- Undertake regular field visits to target districts to monitor implementation of social risk mitigation measures and inclusion processes.
- Support the establishment, monitoring, and reporting of grievance redress mechanisms (GRM) at district and community levels, ensuring timely resolution of complaints and proper documentation.
- Support the implementation and monitoring of SEA/SH prevention and response measures, including awareness raising, confidential grievance handling, and referral pathways in line with project procedures.

5. Deliverables

During the course of the assignment, the Social Safeguarding Officer will be expected to achieve the following:

- Standardized guidance, tools, and training materials on social risk management, inclusion, and gender mainstreaming developed and disseminated to district authorities and community structures.
- Consolidated and validated reports on social development and gender inclusion, from district-level activities, including analysis of findings, identification of gaps, and recommendations for corrective measures and operational improvements, in line with ESF, ESCP, and POM requirements.
- Periodic quality assurance reviews of LSCPs, Citizens' Charters, and community planning processes, with documented findings and recommendations.
- Evidence of systematic participation of women, youth, minorities, IDPs, and marginalized groups across participating districts.
- Records of technical backstopping and advice provided to district authorities and community structures on grievance redress mechanisms (GRM), inclusion, and gender strategies.
- Contributions to quarterly and annual consolidated project progress reports, highlighting achievements, challenges, and lessons learned in social development and gender inclusion.
- Knowledge products (e.g., lessons learned notes, case studies, best practice briefs) on social inclusion and gender mainstreaming produced and shared with stakeholders.
- Documented social screening outputs and social development inputs to site-specific ESMPs, in line with ESF, ESCP, and POM requirements.
- Evidence of functioning grievance redress mechanisms (GRM), including records of cases received, resolved, and reported in accordance with project procedures.
- Field monitoring and verification reports documenting implementation of social risk mitigation measures and inclusion processes at district and community levels.

6. Reporting

The Social Safeguarding Officer will report to the Project Coordinator/Manager (PIU) and work closely with relevant PIU members.

7. Qualifications and Experience

This position requires a senior social safeguarding and social development professional with strong expertise in oversight, inclusion, and institutional strengthening. The successful candidate will demonstrate the following qualifications:

Education

- University degree in sociology, social development, gender studies, anthropology, development studies, Social Work, or a related field. A master's degree is an advantage.

Professional Experience

- Minimum of 6 years of professional experience in social development, inclusion, or social safeguards.

- At least 4 years of experience in donor-funded projects with proven application of the World Bank Environmental and Social Framework (ESF) or equivalent standards.
- Demonstrated experience in providing technical guidance, oversight, or quality assurance for participatory planning, inclusion strategies, or social risk management.
- Experience working with government institutions at national and state levels, preferably in fragile or conflict-affected settings.

Skills and Competencies

- Strong analytical and advisory skills in social risk management, inclusion, and gender mainstreaming.
- Ability to develop guidance tools, training curricula, and capacity-building programs.
- High level of commitment, professional accountability, and ethical conduct.
- Excellent organizational and coordination skills, with ability to support multiple PIUs.
- Strong communication and facilitation skills, with proven ability to engage effectively with government, donors, and communities.

Knowledge

- In-depth knowledge and understanding of the World Bank ESF, ESCP, and related instruments.
- Familiarity with Somaliland's social dynamics, governance structures (local governance), and institutional context.
- Awareness of cross-cutting issues such as gender equality, inclusion, resilience, and conflict sensitivity.

Input/facility provided by the Client:

The client will provide office space with necessary furniture and other facilities such as printing facilities etc. to enable the consultant to perform day-to-day work. The Client shall also provide soft and hard copies of any existing Environmental and Social Framework (ESF), Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF), Ten Environmental and Social Standards (ESS), an Environmental and Social Commitment Plan (ESCP) and templates for Environmental and Social Management Plans (ESMPs) manuals if any on signing of the contract.

Language Requirements

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