



**Ministry of Tourism and Environment**  
Republic of Maldives

Date: 24 April 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/161

**Terms of Reference**

**Project:** Enhancing Climate Resilience and Food Security

**Position:** Environmental Safeguards Specialist

**Type of Contract:** Individual

**Thematic Area:** Climate Adaptation

**1. Project Background**

The Maldives is highly susceptible to climate change impacts, including sea-level rise, extreme weather events, and disruptions to food security. To address these challenges, the **Enhancing Climate Resilience and Food Security Project** aims to strengthen the country's adaptation capacity by focusing on the interlinkages between human settlements and agri-food systems. Key components of the project include:

1. **Development of Climate and Early Warning Systems:** Enhancing the Maldives Meteorological Service's (MMS) capacity through the installation of weather surveillance radar systems and the establishment of a national climate database management system.
2. **Flood Reduction and Coastal Protection Investments in Kulhudhuffushi:** Implementing infrastructure improvements to mitigate flood risks in the island of Kulhudhuffushi.
3. **Promotion of Urban Farming:** Establishing urban farming training facility in Hanimaadhoo and supporting its training and advisory functions for farmers and agribusiness companies to disseminate sustainable and climate smart farming practices, support agribusiness development, and increase local food supply.
4. **Matching Grants for Agribusiness Development:** Providing financial support to promote urban farming and the development of adaptation businesses and services.
5. **Capacity Building and Institutional Strengthening:** Enhancing the capabilities of government agencies, civil society organizations, and local communities in climate resilience and food security practices.

**2. Key Responsibilities:**

- a. Lead the overall management and implementation of environmental safeguard policies of ADB and Government of Maldives, including coordination with contractors.

- b. Ensure local disclosure of the ADB IEE and other safeguard documents including translation into Dhivehi.
- c. Ensure that all environmental requirements of ADB including occupational health and safety requirements of the Government of Maldives are complied with by the project, liaising with technical teams to ensure all documents are reviewed from a safeguards perspective.
- d. Draft all safeguards and environmental monitoring reports, and review and monitor the effectiveness with which the EMPs are implemented.
- e. Implement a system for monitoring the environmental safeguards and undertake data collection and site visits for environmental monitoring as needed.
- f. Ensure the IEE and EMP are updated and included in the bid documents and civil works contracts and they are followed during construction.
- g. Ensure that costs for implementing the EMP are included in the BOQ (or equivalent) of the DBO bidding and contract documents.
- h. Confirm compliance of contractors with obtaining statutory clearances or permits required under the project, including environmental clearances as applicable (in collaboration with the construction supervision firm).
- i. Conduct stakeholder consultations, as appropriate, to determine if there is any concern during construction; ensure women and people of disadvantaged groups are consulted and their issues identified and addressed.
- j. Take immediate action in the event of unexpected adverse impact or ineffective mitigation measures identified during implementation and in preparing the corrective action plan.
- k. Ensure the grievance redress mechanism (GRM) is established and followed, and that affected parties are aware of the GRM.
- l. Address any grievances through the grievance redress mechanism (GRM) in a timely manner and prepare record of such grievances for inclusion in the environmental monitoring report.
- m. Prepare the semi-annual environmental monitoring reports to be submitted to ADB, and upon ADB review, address any comments raised (if any), and submit required reports to Maldives EPA.
- n. Provide support to the construction supervision firm in matters of environmental safeguards.
- o. Other relevant tasks assigned by the Project Director.

#### **4. Qualifications and Experience:**

- a. A graduate degree (preferably post graduate degree) in environmental management, environmental sciences, or equivalent discipline with a minimum of 10 years in environmental management and monitoring and oversight of project implementation
- b. A minimum of 5 years of experience in carrying out environmental impact assessment, initial environmental examination/ environmental management plan (EMP) for infrastructure projects
- c. Strong knowledge of Government of Maldives environmental regulations and construction requirements as well as ADB procedures and policies including Safeguard Policy Statement 2009
- d. Good understanding of gender mainstreaming and its application in environmental safeguards
- e. Good written and verbal communication skills in English

## 5. Duration of the Assignment

- The Environmental Safeguards Specialist will be hired for a period of 5 years and 5 months with the possibility of extension based on performance appraisal.

## 6. Remuneration

Successful candidate will be paid a monthly remuneration within the range of MVR 38,000 to MVR 43,700 depending on the qualifications and experience

## 7. Selection Criteria

The Environmental Safeguards Specialist will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

| Criteria   | Weightage (%) | Documents Evaluated                         |
|--|---------------|---|
| Achieved minimum academic qualification  | 30            | <i>Copies of MQA Accredited Certificate</i> |
| Achieved minimum work experience   | 20            | <i>Letters of experience</i>                |
| Demonstrable project/programme management experience in at least one project/programme   | 10            | <i>Letters of experience</i>                |
| Experience in working with ministries or national institutions that are concerned in a related field of environment or management (2 points for each year) | 10            | <i>Letters of experience</i>                |
| Interview  | 30            | <i>In-person Interview</i>                  |

## 8. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of MQA Accredited certificates
- Letters of work experience
- Letter of no objection (for civil servants)
- Copy of National ID card
- Any other document that may support the application

## 9. Submission

Interested candidates may email their proposals on or before 1200hrs of **11 May 2025** to the following address.

Human Resource Department

[jobs@environment.gov.mv](mailto:jobs@environment.gov.mv)

Ministry of Tourism and Environment

Male', 20096, Republic of Maldives