



Ministry of Tourism and Environment
Republic of Maldives

Date: 24 April 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/164

Terms of Reference

Project: Enhancing Climate Resilience and Food Security

Position: Social 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 social safeguard policies of ADB and Government of Maldives, including coordination with contractors.

- b. Lead the preparation, implementation, and monitoring of social safeguards/ resettlement documentation for civil works subprojects and on-site monitoring activities.
- c. Implement a system for monitoring the social safeguards and undertake data collection for monitoring as needed.
- d. Take immediate action in the event of unexpected adverse impact or ineffective mitigation measures identified during implementation and in preparing the corrective action plan.
- e. Ensure the grievance redress mechanism (GRM) is established and followed, and that affected parties are aware of the GRM.
- f. Address any grievances through the grievance redress mechanism (GRM) in a timely manner, and prepare record of such grievances for inclusion in the social safeguards monitoring report.
- g. Prepare the semi-annual monitoring reports to be submitted to ADB, and upon ADB review, address any comments raised (if any).
- h. Conduct social safeguards training of the project staff to ensure sensitivity to, and incorporation of, social safeguards considerations in every phase of project/subproject design, implementation, and monitoring.
- i. Coordinate with the gender expert and behavioral change specialist, as needed, to ensure coordination of related actions.
- j. Provide support to the construction supervision firm and contractors in matters of social safeguards.
- k. Other relevant tasks assigned by the Project Director.

4. Qualifications and Experience:

- a. A graduate degree (preferably post graduate degree) in social sciences, or equivalent discipline with a minimum of 8 years in monitoring and oversight of project implementation
- b. A minimum of 5 years of experience in carrying out social impact assessment, land acquisition and resettlement frameworks and plans, and social safeguards due diligence for infrastructure projects
- c. Strong knowledge of Government of Maldives 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 social safeguards due diligence
- e. Good written and verbal communication skills in English

5. Duration of the Assignment

- The Social Safeguards Specialist will be hired for a period of 3 years with the possibility of extension based on performance appraisal.

6. Remuneration

Successful candidate will be paid a monthly renumeration within the range of MVR 33,600 to MVR 38,600 depending on the qualifications and experience

7. Selection Criteria

The Social 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
Ministry of Tourism and Environment
Male', 20096, Republic of Maldives