The Ministry of Lands Housing and Urban Development (MoLHUD) has received additional funding from the World Bank to implement the Uganda Support to Municipal Infrastructure Development Programme, USMID-AF. The USMID –AF will finance municipal infrastructure development in 22 selected municipalities and 8 districts hosting refugees.

He/she shall carry out the duties in close liaison with the Environment and Social Management Specialist, the Municipal Infrastructure Development Specialist, and other Specialists in the PST and MoLHUD.

**Job Title:** Social Development/Safeguard Specialist

**Terms of Employment:** Individual Consultant/Member Programme Support Team

**Reports to:** Project Coordinator /USMID-AF

**Duration of Contract:** One year renewable over the programme period upon satisfactory performance

**DUTIES AND RESPONSIBILITIES**

1. Work closely with the Environment Specialist, USMID–AF, Project Sociologist and Environmental Specialist-ARSDP and the MoLHUD Sociologists to a) implement the Resettlement Policy Framework and World Bank Safeguard Policies b) identify project related social risks and support implementation of related social risk management actions.

2. Review the planning and procurement procedures to ensure that (i) the social requirements are included and costed in contract documents, (ii) social safeguards milestones are included in the contractor’s certificates for payment, and (iii) social conditions of approval on the NEMA certificate and other statutory approvals are well considered.

3. Supervise and monitor the preparation, and implementation of the Contractor’s Social Management Plan, including among others: prevention of gender based violence and violence against children, management of temporary labor influx risks and compliance to employment law, STD/ HIV/ AIDS prevention and mitigation plans.

4. Work closely with the MLHUD Chief Government Valuers’ Office and other relevant Agencies to supervise implementation of the Resettlement Action Plan (RAP), Physical Cultural Resources Management Plans (PCRMs), Livelihood Restoration Plans (LRPs) and Community Development Action Plans (CDAPs) and review progress reports by Local Governments (e.g. Involuntary resettlement, livelihood restoration and support to vulnerable groups, HIV and AIDS, Gender, child protection, and safety and OSH), to ensure that they are in compliance with the relevant legal and policy framework.

5. Support the development of a structured project stakeholder engagement plan, with clear timelines and approaches and supervise the preparation and implementation of the Grievance Management Plan.

6. Review all USMID AF reports to ensure that social including safeguards are well identified and recommendations/ actions to address them clearly reflected and followed up.

7. Ensure the clarity, robustness and completeness of necessary social mitigation plans, including RAPs, LRP and other social action plans.

8. Sensitize staff and other Stakeholders including contractors and communities on the Safeguards requirements for USMID AF infrastructure projects; including the rights and obligations of all the parties involved.

9. Participate in routine supervision of works, to ensure compliance with social safeguard policies, laws and related national policies as required as well as planned mitigation measures.

10. Support municipalities and other implementing agencies in dissemination of information regarding addressing the social impact of infrastructure projects to users and residents prior to, during and after the execution of works.

11. Participate in all site meetings and provide technical guidance on the above-mentioned areas among other social related concerns.

12. Prepare regular and ad hoc Social reports for management action, discuss with the project management, implementing agencies and World Bank as may be required.

13. Review the performance of the Supervising Consultant with regard to enforcing social contractual requirements, closely working with the project managers, to ensure that the agreed social safeguards and risk management actions/ requirements are met before payments are approved.

14. Contribute to the development of new tools and methodologies for addressing social risks and impacts in all related projects.

15. Disseminate good practices in social risk management in the infrastructure and road projects.

16. Carry out baseline, beneficiary satisfaction and social accountability/ citizen engagement surveys in project areas.

17. Plan and take part in Training of key technical staff of participating Local Governments in Environment screening, social management and Resettlement Policy Framework management, Child Protection, gender responsiveness.

18. Perform any other related duties as may be assigned from time to time by management.

**Qualifications:**

1. A University Degree in Social Sciences or related discipline e.g. Sociology, SWASA, Anthropology, Development Studies.

2. A Master’s Degree in Social Development area, including but not limited to Social Work and Social Administration, Sociology, Women and Gender Studies, or any other related Social Science Discipline.

3. Experience and skills in undertaking social assessments, developing plans and supporting social action plan implementation.

4. Knowledge and experience in stakeholder analysis, engagement and managing conflicts.

5. Experience and training in management of social aspects of infrastructure development will be an added advantage.

6. Six (6) years’ experience in social development work including three (3) years on donor funded infrastructure development projects with demonstrated understanding of Environmental and Social Safeguards policy requirements.

7. Experience in handling similar assignments in Uganda or in the African region is an added advantage.

8. Knowledge of World Bank social and environment safeguard systems will be an added advantage.

9. Proficiency in the English language is a must (both written and oral).

10. Ability to travel often to the project sites and work with minimal supervision.

11. Verifiable track-record of integrity and professionalism while undertaking similar assignments.

Application Procedure

1. All applications including Curriculum Vitae (CVs), copies of academic certificates and testimonials, copies of previous contracts and appointment letters from previous and current employers should be attached and addressed to: The Permanent Secretary Ministry of Lands, Housing and Urban Development and delivered to Room 17 First Floor.

2. Please get a detailed advert for the above position, and how to apply from the following websites:


D. W. Okalany
Permanent Secretary