



Rural and Renewable Energy Agency

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Liberia Electricity Sector Strengthening and Access Project (LESSAP II)

Project ID: P180498

REQUEST FOR EXPRESSIONS OF INTEREST (CONSULTING SERVICES – INDIVIDUAL SELECTION)

Issue date: August 12, 2025

Closing date: August 25, 2025

Consultancy Services for **Environmental Specialist**
Contract Reference No: **LR-RREA-500896-CS-INDV**

1. Background

The Rural and Renewable Energy Agency (RREA) is implementing several energy access projects in Liberia, including the Liberia Renewable Energy Access Project (LIRENAP) and the Liberia Electricity Sector Strengthening and Access Projects – Phase I and II (LESSAP I and LESSAP II), all funded by the World Bank. LESSAP I and II are distinct but complementary, with separate scopes and implementation arrangements.

LIRENAP involves solar PV installations, diesel generators, and the construction of a 348 km MV/LV distribution network in Lofa County, along with the environmentally responsible decommissioning of the Kaiha 2 mini-hydropower plant.

LESSAP I focuses on electrifying healthcare facilities, installing public streetlights, and introducing Result-Based Financing (RBF) mechanisms to promote private sector investment. LESSAP II builds on this by expanding healthcare electrification and introducing rural mini-grids and school electrification—components not included in LESSAP I. LESSAP II does not include streetlighting.

All project activities are guided by the World Bank Environmental and Social Framework (ESF), its Operational Policies (OPs), and Liberia's Environmental Protection and Management Law (2003). To provide practical field-level support to the environmental safeguards function, RREA seeks to recruit an Environmental Assistant to work under the direct supervision of the Environmental Officer, with overall oversight from the Environmental and Social Safeguard Specialist. The Assistant will be embedded within the Environmental and Social (E&S) Unit of the Project Implementation Unit (PIU).

2.0 Objective of the Assignment

The Environmental Specialist will support the planning, supervision, and monitoring of environmental safeguards for LIRENAP, LESSAP I, and LESSAP II, ensuring compliance with national and international standards. In consultation with the Social Development Specialist, the Environmental Specialist will supervise and guide the Environmental Assistant. The Consultant must be willing and available at all time to support other RREA projects, including planned or unforeseen activities, as assigned by the Executive Director or delegated authority.

3.0 Scope of Work

The Environmental Specialist will:

- Conduct environmental screening and site assessments in accordance with national laws and World Bank guidelines.
- Support the preparation, review, and implementation of ESMPs, environmental audits, and incident documentation.
- Monitor the performance of contractors and field operations to ensure compliance with environmental mitigation measures and permit conditions.
- Coordinate with the EPA for permits, compliance inspections, and reporting requirements.
- Participate in stakeholder consultations and ensure environmental risks and responses are communicated to affected communities.
- Submit timely environmental monitoring reports (monthly or quarterly, as applicable).
- Maintain complete, organized safeguard documentation aligned with RREA's internal systems.
- Supervise and mentor the Environmental Assistant, ensuring task clarity, capacity-building, and quality control.
- Collaborate closely with the Social Safeguard Assistant, Gender Assistant, and other technical staff for integrated safeguards implementation.
- Provide environmental inputs to procurement documents, technical specifications, and project reports.
- Organize or support awareness and training sessions for contractors, field teams, and local stakeholders.
- Respond to project needs as delegated by the Environmental and Social Safeguard Specialist or RREA Management.

4.0 Qualifications, Experience, and Competencies

- Master's degree in environmental science, Environmental Engineering, Natural Resource Management, or a related field.
- At least five (5) years of experience in environmental safeguards, assessment, or compliance in donor-funded infrastructure or energy projects.



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- Proven understanding of the World Bank Environmental and Social Framework (ESF), Operational Policies (OPs), and Environmental and Social Standards (ESS).
- Sound knowledge of Liberia's environmental laws, particularly the Environmental Protection and Management Law (2003), and EPA permitting requirements.
- Experience preparing and implementing ESMPs, conducting field supervision, and engaging with contractors and regulatory institutions.
- Demonstrated ability to supervise junior staff and coordinate with multidisciplinary teams.
- Strong written and verbal communication skills, including report writing.
- Proficiency in Microsoft Office; familiarity with GIS or environmental monitoring tools is an added advantage.
- Knowledge of the African Development Bank's Integrated Safeguards System (AfDB ISS) is an added advantage.
- Willingness to travel frequently to remote project locations in Liberia.

5.0 Required Qualities

- Ability to work under pressure and meet critical deadlines
- Communication and other interpersonal skills;
- High levels of personal initiative, motivation, honesty, integrity
- Proficiency in computer applications (Internet and MS Office suite) and report writing skills;

6.0 Duration

This is a time-based contract for a period of Twenty-Four (24) Months with the possibility of extension based on performance.

The attention of interested individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" dated July 2016, revised November 2017, and August 2018, November 2020 and September 2023 and revised in February 2025, setting forth the World Bank's policy on conflict of interest. Please refer to paragraph 3.17 of the Procurement Regulations on conflict of interest related to this assignment which is available on the Bank's website at <http://projectsbeta.worldbank.org/en/projects-operations/products-and-services/brief/>

Interested individual will be selected in accordance with the Individual Consultant Selection (ICS) method set out in the Procurement Regulations.

Further information and the detailed Terms of Reference (TOR) for the assignment can be obtained electronically at the following email addresses and Website, from Mondays to Fridays, from 0900 to 1600 hours GMT:

Email: info@rrealiberia.org

Website: www.rrealiberia.org

Expression of Interest; clearly marked **Consultancy Services for Environmental Specialist**, must be delivered through an email to the address below on or before **4:00 p.m.** Local Time, on **August 25, 2025**.

Only shortlisted candidates will be contacted.

Attn: Executive Director
Rural and Renewable Energy Agency
LEC Sub-station, Newport Street
1000 Monrovia 10, Liberia
Email: samueln@rrealiberia.org

Electronic submission should also be copied to the following addresses:

info@rrealiberia.org; stephenp@rrealiberia.org; augustinem@rrealiberia.org,
tenniej@rrealiberia.org; dehkonteew@rrealiberia.org, theophilusk@rrealiberia.org



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Terms of Reference (ToR) For Environmental Specialist World Bank-Funded Projects under RREA (LESSAP Phase I, LESSAP Phase II, and LIRENAP)

1. Background

The Rural and Renewable Energy Agency (RREA) is implementing several strategic energy projects in Liberia, including the Liberia Renewable Energy Access Project (LIRENAP), and the Liberia Electricity Sector Strengthening and Access Projects – Phase I and II (LESSAP I and LESSAP II), all funded by the World Bank. LESSAP I and II are separate but complementary projects with distinct scopes and implementation arrangements.

LIRENAP supports rural electrification through solar PV systems, diesel generators, and a 348 km MV/LV distribution network in Lofa County, along with the environmentally responsible decommissioning of the Kaiha 2 mini-hydropower plant.

LESSAP I focuses on expanding access to electricity for public institutions, particularly through the electrification of healthcare facilities across several counties. It also includes the installation of public streetlights and introduces a Result-Based Financing (RBF) mechanism to encourage private sector participation in off-grid energy delivery.

LESSAP II builds on the foundations of LESSAP I by expanding healthcare, streetlightening electrification and Result-Based Financing but introduces additional components not covered under LESSAP I. These include the development of mini-grids for rural communities and the electrification of public schools. Unlike LESSAP I, LESSAP II does **not** include streetlighting.

These projects are implemented in accordance with the World Bank Environmental and Social Framework (ESF), associated Operational Policies (OPs), and Liberia's Environmental Protection and Management Law (2003). To ensure environmental compliance, RREA seeks to recruit an Environmental Specialist to work within its Environmental and Social (E&S) Unit under the Project Implementation Unit (PIU).

2. Objective

The Environmental Specialist will support the planning, supervision, and monitoring of environmental safeguards for LIRENAP, LESSAP I, and LESSAP II, ensuring compliance with national and international standards. In consultation with the Social Development Specialist, the Environmental Specialist will supervise and guide the Environmental Assistant. The Consultant must be willing and available at all time to support other RREA

projects, including planned or unforeseen activities, as assigned by the Executive Director or delegated authority.

3. Scope of Work

The Environmental Specialist will:

- Conduct environmental screening and site assessments in accordance with national laws and World Bank guidelines.
- Support the preparation, review, and implementation of ESMPs, environmental audits, and incident documentation.
- Monitor the performance of contractors and field operations to ensure compliance with environmental mitigation measures and permit conditions.
- Coordinate with the EPA for permits, compliance inspections, and reporting requirements.
- Participate in stakeholder consultations and ensure environmental risks and responses are communicated to affected communities.
- Submit timely environmental monitoring reports (monthly or quarterly, as applicable).
- Maintain complete, organized safeguard documentation aligned with RREA's internal systems.
- Supervise and mentor the Environmental Assistant, ensuring task clarity, capacity-building, and quality control.
- Collaborate closely with the Social Safeguard Assistant, Gender Assistant, and other technical staff for integrated safeguards implementation.
- Provide environmental inputs to procurement documents, technical specifications, and project reports.
- Organize or support awareness and training sessions for contractors, field teams, and local stakeholders.
- Respond to project needs as delegated by the Environmental and Social Safeguard Specialist or RREA Management.

4. Duration

Twenty-four (24) months, renewable based on performance and project needs.

5. Qualifications and Experience

- Master's degree in environmental science, Environmental Engineering, Natural Resource Management, or a related field.
- At least five (5) years of experience in environmental safeguards, assessment, or compliance in donor-funded infrastructure or energy projects.
- Proven understanding of the World Bank Environmental and Social Framework (ESF), Operational Policies (OPs), and Environmental and Social Standards (ESS).
- Sound knowledge of Liberia's environmental laws, particularly the Environmental Protection and Management Law (2003), and EPA permitting requirements.
- Experience preparing and implementing ESMPs, conducting field supervision, and engaging with contractors and regulatory institutions.
- Demonstrated ability to supervise junior staff and coordinate with multidisciplinary



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teams.

- Strong written and verbal communication skills, including report writing.
- Proficiency in Microsoft Office; familiarity with GIS or environmental monitoring tools is an added advantage.
- Knowledge of the African Development Bank's Integrated Safeguards System (AfDB ISS) is an added advantage.
- Willingness to travel frequently to remote project locations in Liberia.

6. Supervision and Coordination

The Environmental Specialist will report to the Environmental and Social Safeguard Specialist and work as part of the E&S Unit within the RREA PIU. The Officer will supervise the Environmental Assistant and collaborate with contractors, consultants, community stakeholders, and regulatory institutions. He/she must also remain available to

support additional project activities as required by RREA.

7. Key Performance Indicators (KPIs)

Performance will be assessed based on:

- Timely completion of environmental screenings and assessments.
- Quality and completeness of ESMPs, audit reports, and incident documentation.
- Contractor compliance with environmental mitigation measures.
- Timeliness and accuracy of monthly or quarterly environmental reports.
- Effective coordination with the EPA and other institutions for permits and compliance.
- Quality of stakeholder engagement and community-level communication.
- Quality and consistency of Environmental Assistant supervision.
- Integration of environmental safeguards in project procurement and design processes.
- Participation in training and awareness activities.
- Responsiveness to emerging risks or unforeseen tasks delegated by management.

8. Deliverables

- The Environmental Specialist will produce:
- Environmental screening and site visit reports.
- Reviewed and finalized ESMPs, audits, and incident reports.
- EPA permit tracking logs and related compliance records.
- Monthly and/or quarterly monitoring reports.
- Stakeholder consultation summaries and engagement records.
- Reports on supervision and capacity-building support to the Environmental Assistant.
- Environmental inputs for project progress reports and procurement packages.

- Ad-hoc environmental briefs or technical memos as assigned by the Safeguard Specialist or management.

9. Payment

The consultant will be paid on a monthly basis, subject to submission of satisfactory

deliverables and a timesheet approved by the Deputy Executive for Program

Payment will be made in United States Dollars and subject to withholding tax.

A performance review will be conducted every six months, influencing continuation or

renewal of the contract.

10. Facilities to be provided by the Employer

RREA will provide the following:

- Office space with furniture and utilities.
- Computer and internet access, and relevant digital tools.
- Official email and access to project platforms and databases.
- Printing and reproduction services for safeguards documentation.
- Access to safeguard instruments, project documents, and environmental data.
- Logistical support for field missions, including transport arrangements.
- Administrative support for organizing meetings, site inspections, and workshops.
- Opportunities for training on World Bank safeguards, national policies, and environmental tools.