

BARBADOS WATER AUTHORITY

VACANCY



ENVIRONMENTAL MANAGEMENT SPECIALIST– SOUTH COAST WATER RECLAMATION PROJECT (SCWRP)

The Barbados Water Authority (BWA) is seeking to fill the vacant position of **Environmental Specialist – SCWRP**.

SCOPE

The Environmental Management Specialist will report to the Project Coordinator (PC) for the Project or her/his designate. He / she will be responsible for support on all Environmental aspects during the implementation of the Project. The Environmental Management Specialist shall be assigned exclusively to the project and will be supported by the administrative staff of the PMO as required. The Environmental Management Specialist duties will include but not be limited to monitoring all Environmental aspects of the project.

DUTIES AND RESPONSIBILITIES

- a) Monitoring all environmental aspects of the Program in alignment with the Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), and other relevant documents, ensuring contractor compliance with environmental standards and guidelines.
- b) Collaborating with the Public Relations Officer to design, implement, and manage the Program's grievance resolution mechanisms, ensuring alignment with IADB's Environmental and Social Performance Standard 10 (ESPS10).
- c) Integrating gender-sensitive approaches into environmental risk management activities and promoting youth inclusion where applicable.
- d) Working closely with stakeholders, including local community groups, business stakeholders, and government authorities, to ensure environmental considerations are incorporated into all project activities and facilitating effective stakeholder participation and feedback on environmental issues.
- e) Overseeing the review and update of environmental and social documents (e.g., ESIA and ESMP) during project design, modifications, or when new risks arise.
- f) Identifying and addressing environmental risks during project implementation and recommending corrective actions to avoid adverse impacts.
- g) Providing training and capacity-building initiatives for stakeholders and contractors on environmental and natural resource management.
- h) Monitoring and ensuring compliance with environmental and social safeguards, both international (e.g., IADB) and national regulations.
- i) Tracking and consolidating environmental reports, including Environmental and Social Compliance Reports (ESCRs) for submission to the IADB.

QUALIFICATIONS

- (a) A master's degree in Environmental Science, Environmental Engineering, International Development, or a related field.
- (b) Additional certification or formal training in social safeguards, grievance redress mechanisms (GRM), or climate adaptation will be considered an advantage.

PROFESSIONAL EXPERIENCE

- (a) Experience with at least 3 years of demonstrated experience in the monitoring and evaluation of environmental indicators for international funding organizations and donors, or
- (b) At least five (5) years of experience in one of the following areas:
 - Environmental and social safeguards risk assessment and mitigation.
 - Climate-resilient infrastructure development.
 - Community-based environmental management.

KNOWLEDGE AND SKILLS

- a) Effective oral and written communication skills.
- b) Advanced interpersonal and conflict resolution skills to engage diverse stakeholder groups, including communities, government agencies, and contractors.
- c) Familiarity with IADB's Environmental and Social Policy Framework (ESPF) and Environmental and Social Performance Standards (e.g., ESPS9, ESPS10) will be considered an asset.
- d) Proficiency in Microsoft Office and relevant tools for data visualization and analysis.
- e) Ability to prepare and assess results monitoring frameworks and conduct evaluations in alignment with project design requirements.
- f) Expertise in grievance redress mechanisms, including mediation and conflict resolution techniques.
- g) Competence in environmental data collection and reporting using modern tools.
- h) Strong analytical and problem-solving skills to address complex environmental and social risks.
- i) Knowledge of gender-sensitive approaches to environmental risk management.
- j) Regional experience in the Caribbean or similar contexts, with an understanding of local environmental and social dynamics.

SALARY AND ALLOWANCES

The successful candidate will receive an attractive salary and benefits package based on their qualifications and experience.

Applications with full curriculum details should be emailed to **HR@bwa.gov.bb** or addressed to:

**The Director of Human Resources Management and Development
Barbados Water Authority,
Pine Commercial Estate,
The Pine,
St Michael**

The closing date for receipt of application is **January 27, 2025**.

Unsuitable applications will not be acknowledged; only shortlisted candidates will be contacted.

INTER-AMERICAN DEVELOPMENT BANK and the GOVERNMENT OF BARBADOS

**BARBADOS CLIMATE RESILIENT SOUTH COAST WATER RECLAMATION
PROJECT
(BA-L1063)**

**TERMS OF REFERENCE FOR PROGRAM EXECUTION UNIT (PEU)
CONSULTANTS**

Environmental Management Specialist

1. **The Project**

The Government of Barbados has entered into Loan and Grant agreements with the InterAmerican Development Bank (IADB) and the Green Climate Fund (GCF) for the Barbados Climate Resilient South Coast Water Reclamation Project (the Project) to be executed by the Barbados Water Authority (BWA).

The Barbados Water Authority (BWA) is a statutory body which commenced operations on April 1st, 1981. The Barbados Water Authority assesses, controls, protects and monitors water resources. The Authority is responsible for supplying potable water and the provision of wastewater treatment and disposal services. Barbados is rated as the fifteen (15th) water-scarce country in the world and as such the role of the Barbados Water Authority is crucial to the wellbeing of Barbadian citizens and tourists alike.

The Barbados Water Authority is currently engaged in a number of major water and wastewater projects being implemented concurrently. For all projects the BWA manages the components and contracts of the projects along with the conditions for each loan. This is therefore a large undertaking for the Barbados Water Authority.

The general objective of the Project is to enhance Barbados' water supply resilience and reliability with a focus on climate action, environmental sustainability, and food security.

The specific objectives are to:

- (i) diversify Barbados's water supply sources and reduce water insecurity through the reuse of reclaimed wastewater; and
- (ii) strengthen key sector institutions on water resource management, operational efficiency, monitoring, and gender mainstreaming.

The main project components include (the "Program"):

1. Construction of a new South Coast Water Reclamation and Reuse facility.
2. Construction of a reclaimed water pipeline for aquifer recharge and agricultural irrigation.
3. Development of a monitoring and restoration plan for the Graeme Hall Swamp.
4. Construction of a 7 MW Solar Photovoltaic Plant with Battery Energy Storage System.

The BWA is therefore seeking to contract a suitable qualified and experienced person to provide Environmental Impact and Risk Management services for the Project.

2. **Organizational unit responsible for consultancy**

The Project Management Office (PMO) of the BWA is responsible for developing, executing and monitoring a number of projects for the BWA and ensuring that the conditions of the loan or grant agreements are met. The PMO also provides technical and administrative support to the projects it is implementing.

3. **Scope**

The Environmental Management Specialist will report to the Project Coordinator (PC) for the Project. He / she will be responsible for support on all Environmental aspects during the implementation of the Project. The Environmental

Management Specialist shall be assigned exclusively to the project and will be supported by the administrative staff of the PMO as required. The Environmental Management Specialist duties will include but not be limited to monitoring all Environmental aspects of the project.

4. Responsibilities.

The Environmental Management Specialist will be responsible for:

- Monitoring all environmental aspects of the Program in alignment with the Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), and other relevant documents, ensuring contractor compliance with environmental standards and guidelines.
- Collaborating with the Public Relations Officer to design, implement, and manage the Program's grievance resolution mechanisms, ensuring alignment with IADB's Environmental and Social Performance Standard 10 (ESPS10).
- Integrating gender-sensitive approaches into environmental risk management activities and promoting youth inclusion where applicable.
- Working closely with stakeholders, including local community groups, business stakeholders, and government authorities, to ensure environmental considerations are incorporated into all project activities and facilitating effective stakeholder participation and feedback on environmental issues.
- Overseeing the review and update of environmental and social documents (e.g., ESIA and ESMP) during project design, modifications, or when new risks arise.
- Identifying and addressing environmental risks during project implementation and recommending corrective actions to avoid adverse impacts.
- Providing training and capacity-building initiatives for stakeholders and contractors on environmental and natural resource management.
- Monitoring and ensuring compliance with environmental and social safeguards, both international (e.g., IADB) and national regulations.
- Tracking and consolidating environmental reports, including Environmental and Social Compliance Reports (ESCRs) for submission to the IADB.

5. Reporting Line: Reports to the Project Coordinator.

6. Qualifications

Prospective candidates should have a minimum of the following qualifications:

Educational Background:

- A master's degree in Environmental Science, Environmental Engineering, International Development, or a related field.
- Additional certification or formal training in social safeguards, grievance redress mechanisms (GRM), or climate adaptation will be considered an advantage.

Professional Experience:

- Experience with at least 3 years of demonstrated experience in the monitoring and evaluation of environmental indicators for international funding organizations and donors, or
- At least five (5) years of experience in one of the following areas:
 - Environmental and social safeguards risk assessment and mitigation.
 - Climate-resilient infrastructure development.
 - Community-based environmental management.

7. Knowledge and Skills:

The Environmental Management Specialist must demonstrate:

- Effective oral and written communication skills.
- Advanced interpersonal and conflict resolution skills to engage diverse stakeholder groups, including communities, government agencies, and contractors.

- Familiarity with IADB’s Environmental and Social Policy Framework (ESPF) and Environmental and Social Performance Standards (e.g., ESPS9, ESPS10) will be considered an asset.
- Proficiency in Microsoft Office and relevant tools for data visualization and analysis.
- Ability to prepare and assess results monitoring frameworks and conduct evaluations in alignment with project design requirements.
- Expertise in grievance redress mechanisms, including mediation and conflict resolution techniques.
- Competence in environmental data collection and reporting using modern tools.
- Strong analytical and problem-solving skills to address complex environmental and social risks.
- Knowledge of gender-sensitive approaches to environmental risk management.
- Regional experience in the Caribbean or similar contexts, with an understanding of local environmental and social dynamics.

8. Characteristics of the Consultancy

Type of Consultancy: Individual Consultancy Service

Duration: To participate in the project for a period of 2 years, with possibility of extension based on performance up to the end of the project implementation period, foreseen for 5 years in total.

Place: Barbados (For Non-Resident Applicants eligibility is applicable for member countries of the Inter-American Development Bank.)

9. Payments

BA L1063 administrative budget

Payments to the Consultant will be made on a monthly basis subject to negotiations.

10. Evaluation Criteria

The Environmental Management Specialist will be selected based on the following evaluation criteria:

Criteria	Maximum Score
Qualifications	40
Experience	40
Skills	20
Total	100

11. Submission Details

Interested persons must submit their Curriculum Vitae and cover letter in electronic format to hr@bwa.gov.bb by 4:30 pm on January 27, 2025 to:

Mrs. Allison Kirton- Holder
 Director Human Resources Management and Development,
 Barbados Water Authority,
 Pine Commercial Estate,
 St. Michael,
 Barbados

Attention: Mrs. Shelley Parris, Project Manager - Project Management Office