

**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**

**Social Impact and Risk Management Specialist**

**1. The Project**

The Government of Barbados has entered into Loan and Grant agreements with the Inter-American 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 **social 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 **Social Impact and Risk Management Specialist** will report to the **Project Coordinator** (PC) for the Project. He / she will be responsible for support on all social aspects during the implementation of the Project. The Social Specialist shall be assigned exclusively to the project and will be supported by the administrative staff of the PMO as required. The Social Specialist duties will include but not be limited to monitoring the social aspects of the project.

4. Responsibilities.

Responsible for:

- (a) Monitoring the social aspects of the Program.
- (b) Monitoring the various investment activities of the Program, including the execution of construction works, training, technical assistance, promotional and outreach activities, and overall operations, within the guidelines contained in the IADB's Environmental and Social Policy Framework (ESPF) and the Environmental and Social Management System (ESMS), Environmental and Social Management Plan (ESMP), and Environmental and Social Action Plan (ESAP) for the project.
- (c) Ensuring the effective and timely compliance with the IADB's social safeguards and national regulations, when applicable.
- (d) Providing awareness raising and training on gender and stakeholder management.
- (e) Contributing to the incorporation of social aspects in the terms of reference and technical specifications for the contracting of works, provision of equipment, and other, as part of all procurement/bidding processes contained in the Program.
- (f) Providing for risk management during the implementation of the Program's investment components and activities, and issuing the necessary recommendations for corrective actions, to ensure the avoidance of adverse social and reputational impacts, and thereby contributing to the sustainability of the Program's investment activities.
- (g) Contributing to contract management and monitoring, including contractor compliance with social requirements included in the ESMP.
- (h) Ensuring the incorporation of and consideration of specific social aspects in the

design and implementation of all investment activities of the Program under both components including, among other factors, gender, youth, and inclusion.

- (i) Liaising with, promoting and facilitating the involvement and participation of the Program's stakeholders including local community groups, business stakeholders, local government authorities, and other, in the validation and implementation of the activities of the Program, and providing grievance resolution mechanisms when necessary.
- (j) Oversee the review and update of the social aspects of the environmental and social documents for the project (e.g. Environmental and Social Impact Assessment – ESIA and Environmental and Social Management Plan – ESMP), as required under the Environmental and Social Action Plan (ESAP), when project designs are completed, when project modifications are introduced, or when new E&S risks arise.
- (k) Work with the project's public relations and communications officer to ensure stakeholder engagement activities align with the requirements of IADB's Environmental and Social Policy Framework (ESPF), particularly those included in Environmental and Social Performance Standard 10 (ESPS10).
- (l) Work with the project's public relations and communications officer on the implementation of the grievance resolution mechanisms for the project, ensuring its alignment with IADB's Environmental and Social Framework (ESMF) requirements, particularly those included in Environmental and Social Performance Standard 10 (ESPS10).
- (m) Oversee contractor implementation of policies and systems to prevent sexual and gender-based violence, according to IADB's Environmental and Social Framework (ESMF) requirements, particularly those included in Environmental and Social Performance Standard 9 (ESPS9).
- (n) Ensure tracking of E&S reports from the contractor and completion of the ESCR report to be submitted to IADB.

5. Reports to the **Project Coordinator**.

6. Qualifications

Prospective candidates must meet the following minimum qualifications:

- Educational Background: A master's degree in Sociology, Anthropology, Gender Studies, Social Studies, International Development, or a related field.
- Alternatively, a relevant university degree in combination with certification or formal training in Gender, Grievance Redress Mechanisms (GRM), or Environmental and Social Safeguards (ESS) from accredited institutions will be considered.

Professional Experience:

- At least three (3) years of demonstrated experience in the monitoring and

evaluation of social indicators for international funding organizations or donors,  
or

- At least five (5) years of demonstrated experience in one of the following areas:
  - Gender mainstreaming
  - Community development
  - Social safeguards risk assessment and mitigation.

7. Knowledge and Skills:

- Effective oral and written communication skills.
- Proficiency in Microsoft Office, particularly for preparing official reports and presentations.
- Demonstrated ability to build relationships and collaborate effectively with diverse teams.
- Working knowledge of reporting, contract administration, and monitoring requirements of multilateral development banks or funding agencies.
- Ability to prepare and assess results monitoring frameworks and conduct evaluations in alignment with project design requirements.
- Strong analytical and problem-solving skills to address complex social risks and develop appropriate mitigation strategies.
- Familiarity with international social safeguard standards, including those of the Inter-American Development Bank (IDB) or other multilateral institutions.
- Advanced interpersonal skills to engage with diverse stakeholder groups, including community members, government agencies, and donors.
- Competence in data visualization tools or software to effectively present findings and insights related to social indicators.
- Experience working in the Caribbean will be an asset.

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 InterAmerican Development Bank.)

9. Payments

BA L1063 administrative budget

Payments to the Consultant will be made monthly subject to negotiations.

10. Evaluation Criteria

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

Criteria	Maximum Score
Qualifications	40
Experience	40
Skills	20
<b>Total</b>	<b>100</b>

11. Submission Details

Interested persons must submit their Curriculum Vitae and cover letter in electronic format to [hr@bwa.gov.bb](mailto:hr@bwa.gov.bb) by 4:30 pm on **October 17, 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