



Vacancy Notice

Social Management Specialist – South Coast Water Reclamation Project (SCWRP)

Applications are invited from suitably qualified members of staff to fill the vacant position of **Social Impact and Risk Management Specialist- SCWRP**.

1. 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.

2. DUTIES AND RESPONSIBILITIES:

- (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).

2. DUTIES AND RESPONSIBILITIES *cont'd*:

- (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.

3. QUALIFICATIONS:

- (a) Prospective candidates must meet the following minimum qualifications:
 - i. Educational Background: A master's degree in Sociology, Anthropology, Gender Studies, Social Studies, International Development, or a related field.
 - ii. 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.
- (b) Professional Experience:
 - i. At least three (3) years of demonstrated experience in the monitoring and evaluation of social indicators for international funding organisations or donors, or
 - ii. At least five (5) years of demonstrated experience in one of the following areas:
 - iii. Gender mainstreaming
 - iv. Community development
 - v. Social safeguards risk assessment and mitigation.

4. KNOWLEDGE AND SKILLS:

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

5. 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 **October 17, 2025**.

Unsuitable applications WILL NOT be acknowledged and only shortlisted candidates will be contacted.