

Government of the People's Republic of Bangladesh
University Grand Commission
UGC Bhaban, Plot# E-18/A, Agargaon Administrative Area,
Sher-e-Bangla Nagar, Dhaka-1207.

Terms of Reference
for
Selection of Individual Consultant (Junior Environmental and Social Safeguard
Specialist)

September 2025

TERMS OF REFERENCE

OF

JUNIOR ENVIRONMENTAL & SOCIAL DEVELOPMENT SPECIALIST

KEY INFORMATION

Name of the Project	Higher Education Acceleration and Transformation Project (HEAT)
Name of the Package	Selection of Individual Consultant (Junior Environmental and Social Safeguard Specialist)
Package No.	S-40D
Organization	University Grant Commission Bangladesh
Selection Method	Individual Consultant Selection (ICS)
Market Approach	Open - National
Contract Type	Time-Based
Duration of Contract	24 (Twenty-Four) Months
Project site & Duty Station	Dhaka and the Consultant is to travel frequently different sub-projects of Universities scattered across Bangladesh

1. Background of The Project

The Government of People's Republic of Bangladesh (GoB) is being implementing the Higher Education Acceleration and Transformation Project, with the involvement of Secondary and Higher Education Division (SHED) under Ministry of Education (MoE) and University Grants Commission (UGC). The International Development Association, IDA provided financing for the Project.

The Secondary and Higher Education Division of the Ministry of Education is implementing the Higher Education Acceleration and Transformation Project (HEAT) with the objective of carrying out the critical reforms in the higher education subsector of the country. The Government of Bangladesh (GoB) has prepared a Higher Education Strategic Plan 2018-30 that signals a strong commitment by the Government to enhance investments in higher education, comprehensively identifies issues and challenges and recommends solutions.

The World Bank supported the GoB in implementing reforms in the higher education sector through the successful and innovative Higher Education Quality Enhancement Project (HEQEP) Project from 2009-2018, providing a strong basis for future reforms. The Higher Education Acceleration and Transformation (HEAT) project has been prepared by the Ministry of Education (MoE), based on HEQEP's success. The HEAT project became effective in June 2023 with a closing date of December 2027. The World Bank is supporting the project with US\$168.4 million financing.

The project is being implemented by the University Grants Commission (UGC) of Bangladesh. The project development objectives (PDO) are as following:

- (i) to strengthen the emergency response in higher education, improve connectivity and quality of higher education for women, and
- (ii) to enhance higher education's governance, resilience to emergencies, and graduate employability; and
- (iii) in case of a crisis or emergency, respond promptly and effectively to it.

The project is being implemented through the following four components:

- Component 1: Strengthening Regional and Global Partnerships in Higher Education
- Component 2: Transforming Higher Education in Bangladesh
- Component 3: Enhancing Project Management Results Monitoring and Communication
- Component 4: Contingent Emergency Response Component (CERC)

Now, pursuant to the Environmental and Social Commitment Plan (ESCP), the GoB will implement material measures and actions so that the Project is implemented in accordance with the compliance of Environmental and Social Standards (ESSs) of the World Bank. The ESCP sets out material measures and actions as well as the timing for each of these.



The GoB is responsible for compliance with applicable requirements of the ESCP even when implementation of specific measures and actions is conducted by the MOE and UGC. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.

Against this backdrop and in line with the World Bank's Environmental and Social Framework (ESF), the Project Implementation Unit (PIU) is seeking to recruit a Junior Environmental and Social safeguard Specialist to support the implementation of the project's environmental and social risk management measures.

2. Objectives of the assignment

The objective of the assignment is to ensure that the project complies with the World Bank's Environmental and Social Standards (ESSs) and national environmental and social regulations throughout the project lifecycle.

3. Scope of Services, Tasks and Expected Deliverables

The Junior Environmental and Social Safeguard Specialist will be responsible for:

(a) Environmental and Social Risk Management:

- Ensure implementation of the Environmental and Social Commitment Plan (ESCP) under Project activities.
- Support the implementation, and monitoring of ESIA, ESMP, RAP, LMP, SEP, and other safeguard instruments under the Project.
- Monitor compliance with national ESIA regulations and World Bank ESSs for in executions of the sub-projects by the universities.
- Conduct environmental and social screening of subprojects of the Universities under the Project as per the provision of the Project ESMF.
- Provide technical guidance on pollution prevention, resource efficiency, biodiversity management, and waste management.
- Examine whether the project proposal submitting universities/institutions has followed the Environmental Management Framework (ESMF) as delineated in the ATF Operations Manual in writing the sub project proposal;
- Suggest environmental and social risk mitigation measures to be taken up by the sub project implementation entities if adverse impact is identified;
- Provide technical assistance to sub project proposals implementing universities on environmental risk mitigation and social safeguards matters;
- Notifying Bank of any incident or accident related to the Project (within the stipulated time outlined in the ESCP) which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including accidents that could result in fatalities, injuries, cases of GBV/SEA/SH, , serious mismanagement in handling waste, security breach, etc., provide sufficient details regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by supervising entity, as appropriate.

(b) Stakeholder Engagement and Grievance Management

- Support implementation of the Stakeholder Engagement Plan (SEP) under the Project.
- Facilitate consultations with affected communities and stakeholders under the Project.
- Manage the Grievance Redress Mechanism (GRM) and follow up on complaints under the project activities.
- Record and address all the grievances and provide information regarding all the grievances in the monitoring and progress report.
- Conduct timely and meaningful consultation with relevant stakeholders and provide information on project development objectives, the E&S instruments & requirements and GRM.
- Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in LMP,
- Raising awareness and measures to prevent and mitigate GBV/SEAH risks.

(c) Monitoring, Reporting, and Capacity Building

- Conduct regular site visits to ensure E&S compliance during implementation.



- Prepare periodic progress reports on E&S performance for submission to the World Bank and relevant government agencies.
- Develop, organize and deliver training and orientation of environmental & social safeguards to the PIU official and the stakeholders, the contractors and vendors.
- Ensure that all the contractors and vendors are aware of the code of conduct (CoC) and sign the CoC prior to initiation of the activities.

(d) Miscellaneous

- Assisting activities under Women Networking such as: Establishment a women network hub in a public university, Establishment a training center in the hub, Establishment of Mother/Child corner in the university, Training on different trades targeting market relevance employability and establish a female health club etc.
- Any other relevant responsibilities in keeping with the ESCP may be assigned by the Project Director

4. Qualifications and Experience (shortlisting criteria)

- a) Master's degree in Environmental Engineering or Environmental Science or Social Science from the reputed University
- b) Should have 10 years of specific experience in environmental and social safeguards, with development projects.
- c) Preference shall be given on having training and familiarity with World Bank/ADB/JICA's Environmental and Social Standards (ESS) and National environmental and social laws and regulations.
- d) Preference shall be given on having experience in preparing and implementing ESMPs, EIA/ESIAs, RAPs, and SEPs under World Bank/ADB/JICA financed public sector projects.
- e) Preference shall be given on the demonstrated capacity in delivering training/orientation and report writing.

5. Reporting Requirement

Prepare and submit to the Bank, regular monitoring reports on environmental, social, health and safety (ESHS) performance of the Project, the implementation of the following:

- a) E&S screening reports for subprojects.
- b) Update project E&S instruments (e.g., ESCP, ESMP, SEP etc.) as required.
- c) Monthly and quarterly E&S performance reports.
- d) Maintain records of stakeholder meetings, consultations and grievance resolutions.
- e) Deliver capacity building /training activities as per the requirements set forth in the ESCP.
- f) Report on the incident or accident and propose any measures to prevent its recurrence.

6. Duration of Assignment

The initial contract (time-based) will be for 24 (Twenty-Four) months as full-time basis, renewable based on performance and project needs. The specialist will report to the Project Director and work in close coordination with the PIU, relevant government agencies, and World Bank task team.

7. Duty station

The duty station of the individual consultant will be Dhaka. The consultant is to make site visits frequently to the sub-projects of various Public and Private Universities for providing the Technical supports in keeping with obligations as delineated in the scope of services and as instructed by the PIU.

8. Institutional Arrangement

The Consultant will work under direct supervision of the Project Director (PD), HEAT Project. S/he will report directly to the PD or a senior official designated by the PD and will work with close collaboration with other officials/ subject matter specialists deployed at the Project Implementation Unit (PIU).

9. Selection Procedures

The Consultant will be selected using Individual Consultant Selection (Open-national) method following the World Bank Procurement Regulations for IPF Borrowers, Fourth Edition November 2025.

