

## REPUBLIC OF GHANA



### MINISTRY OF FINANCE

### REQUEST FOR EXPRESSIONS OF INTEREST

### (CONSULTING SERVICES – INDIVIDUAL CONSULTING SELECTION)

Name of Project	<b>Ghana Development Finance Project</b>
Project Number	<b>P169742</b>
Assignment Title	<b>Social Specialist</b>
Reference No	<b>GH-GDFP-157542-CS-INDV</b>

The Ministry of Finance (MoF) has received financing from the World Bank towards the cost of the preparation of the Development Finance Project (the Project), which supports the establishment of the Development Bank, Ghana (DBG) and the design of its future products and services

The proposed project will be implemented at the national level and its overall development objective is to increase access to finance for Ghanaian enterprises, particularly small and medium enterprises (SMEs). The primary beneficiaries will be creditworthy businesses, particularly SMEs, that lack access to finance to explore growth opportunities. Women-owned/led SMEs (WSMEs) will be particularly targeted by the project. The DBG will provide lines of credit and Partial Risk Guarantees to eligible Participating Financial Institutions (PFIs). The PFIs will finance eligible and creditworthy enterprises operating nationwide across sectors such as agriculture and manufacturing. In addition, the project will provide technical assistance to financial institutions that are interested in expanding their lending to businesses, particularly SMEs and WSMEs. The Project has four components as follows: (i) Line of Credit Facility and Related Technical Assistance; (ii) Partial Credit Guarantee Facility, Digital Financing Platform, and related Technical Assistance; (iii) Capital Market Development; and (iv) Project Management, Monitoring, Reporting and Evaluation.

The main Environment and Social (E&S) risks of this project relate to the ability of DBG to properly identify and manage the E&S risks and impacts associated with its lending activities particularly to the PFIs. The PFI's in turn need to manage the E&S risks associated with their portfolios. Environmental risks associated with enterprises in the manufacturing and agricultural sector may include deforestation, forest and land degradation, water pollution, erosion, soil contamination, threat to native biodiversity, as well as health and safety risks associated with the use of agricultural inputs such as pesticides and fertilizers. The social risks associated with the lending may include land acquisition, child labor, wage labor, gender inequalities, potential influx and community health.

The project design and implementation will be guided by the World Bank Environmental and Social Framework (ESF) and will comply with all relevant legal requirements in Ghana. Under the ESF, the Environmental and Social Risk Classification (ESRC) for the project is substantial and the project design and implementation will particularly be governed by ESS 9 which establishes standards for Financial Intermediaries (FIs). In addition to the E&S Standards of European Investment Bank and KfW Development Bank’s Sustainability Guideline, the following Environment and Social Standards (ESS) are considered relevant (but not limited to) for this project:

ESS1:	Assessment and Management of Environmental and Social Risks and Impacts
ESS2:	Labor and Working Conditions
ESS3:	Resource Efficiency and Pollution Prevention and Management
ESS4:	Community Health and Safety
ESS5:	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
ESS6:	Biodiversity Conservation and Sustainable Management of Living Natural Resources
ESS7:	Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
ESS8:	Cultural Heritage
ESS9:	Financial Intermediaries
ESS10:	Stakeholder Engagement and Information Disclosure

To beef-up its capacity to identify and manage the project’s social risks, focusing on achieving readiness for implementation, the MoF is recruiting a highly motivated and qualified Social Specialist to join the Team **for a period of one year.**

The detailed Terms of Reference (TOR) for the assignment can be found at the following website: <https://www.mofep.gov.gh>.

The Ministry of Finance now invites eligible individual consultants (“Consultants”) to indicate their interest in providing the Services.

Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services by submitting the most current CV. The short-listing criteria from the CV are:

**Education:** A Degree in social policy, sociology, anthropology, development studies, political science or any relevant social science.

**Prior Work Experience:** A minimum of seven (7) years of relevant professional experience in the areas of design and management of environmental and social management systems. Demonstrated experience in supporting the design and implementation of an Environmental and Social Management System for Financial Institutions or private or public sector institutions. Relevant work experience in areas such as social sustainability, social standards or social performance in the public or private sector. Expertise in multilateral standards such as the World Bank Safeguards (or OPs, ESFs), AfDB ISS, IFC-PS, ADB etc. Versatility and resourcefulness to manage a variety of social development themes and tasks, essentially

land access, resettlement, gender issues, labor issues and stakeholder engagement. Previous experience in developing and implementing social risk management strategies for organizations or projects.

Demonstrate skills and direct work experience with at least one or more of the following: stakeholder engagement, participatory research methods (including observation, surveys); participatory rural and urban appraisal; ESIA, E&S due diligence, RAPs and grievance redress mechanisms. Experience in mentoring and providing capacity building in developing and implementing environmental and social policies, strategies and guidelines.

**Skills and Abilities:** Strong analytical skills to maintain technical knowledge, provide needed advice to colleagues and monitor the progress of World Bank funded project activities. Demonstrated leadership and skill in decision-making and overseeing the implementation of complex activities. Excellent management, inter-personal and team work skills. Must have excellent written and oral communication skills in English.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" July 2016 revised November 2017 and August 2018. Setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with **Individual Selection Method** set out in the Procurement Regulations

Expressions of interest which must bear the title **Social Specialist** must be delivered in a written form to the address below (in person or by mail, or by e-mail) by **5:00pm GMT on September 28, 2020**

Further information can be obtained at the address below during office hours from 8:30 am to 4:30 pm, local time or through [GDFP@mofep.gov.gh](mailto:GDFP@mofep.gov.gh)

Address – For Submission of Expressions of Interest:

**Ministry of Finance,  
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P.O. Box MB 40  
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Attention: Project Coordinator,  
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Telephone Number +233(0)240-956-958**

Online submission: [GDFP@mofep.gov.gh](mailto:GDFP@mofep.gov.gh)