LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY AND PROSPERITY

Ministry of Education and Sports
Department of Organization
Improving Frontline Worker Performance in Education and Health Project
P507442. IDA Credit No. IDA-79630

Ref. No 812 /DoO
Date: 29 SEP 2026

REQUEST FOR EXPRESSION OF INTEREST

Time-Based National Consultant for Position of Environmental and Social Framework (ESF) Specialist TA

The Government of Lao PDR (GoL) has secured an International Development Association (IDA) credit of US$35 million from the World Bank to implement the Improving Frontline Workers Performance in Education and Health Project (P507442). The project aims to strengthen human capital by enhancing the performance and management of frontline workers in education and health sectors. The project was approved on January 15. 2026 and is expected to close on April 15, 2031.

The Environmental and Social Framework (ESF) Specialist will support the Ministry of Education and Sports (MoES)'s Project Management Unit (PMU) and Ministry of Health's Project Implementation (PIU) in implementing and monitoring the requirements of World Bank Environmental and Social Framework (ESF) and relevant Environmental and Social Standards (ESSs) across all project components and activities. The ESF Specialist shall assist the PMU & PIU through their Focal Persons or Focal Points in ensuring compliance with the ESF/relevant ESSs requirements and relevant national legislation provided ESF instruments applied under the project. These include the Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), Environmental and Social Code of Practice (ESCOP), E-Waste Management Plan (EWP), and Rapid- Strategic Environmental and Social Assessment (R-SESA). The ESF Specialist will support environmental and social screening, stakeholder engagement, grievance management, environmental and social monitoring, reporting, capacity building, social inclusion, and implementation of risk management measures throughout project implementation.

The specific tasks of the Environmental and Social Framework (ESF) Specialist shall perform, but not be limited to, the following duties:

1. **Planning and Environmental & Social Screening**
    - Support PMU & PIU through their Focal Points to develop annual and quarterly ESF work plans and implementation schedules as part of Annual Workplan and Budget (AWPB) of the project.
    - Prepare an inception report and implementation plans for ESF activities.
    - Conduct environmental and social (ES) screening for project activities and document screening results.
    - Identify environmental and social risks and recommend appropriate mitigation measures.
    - Prepare site-specific or activity-specific tools to manage the ES risks identified in accordance with the ESF instruments (ESCP, SEP and ESCOP).
    - Support and ensure integration of ESF requirements into project activities, capacity activities, consultant assignments, and project implementation arrangements.

- Initiate and undertake environmental and social due diligence prior the purchase of any ICT equipment as well as liaise with contractors or consultants to address pertinent or issues.

2. **ESF Implementation and Compliance**
   - Assist the PMU and PIU through their Focal Points in implementing the ESF instruments (ESCP, SEP, ESCOP and EWP), and site-specific ES risk management tools prepared in accordance with the ESF instruments.
   - Monitor compliance with the World Bank Environmental and Social Standards (ESSs) described in the ESF instruments and applicable national regulations. This includes preparing and coordinating ES Compliance Monitoring planning;
   - Support PMU to update the ESF instruments, including ESCP, SEP, ESCOP, EWP, R-SESA recommendations, and other environmental and social documents as required. Conduct field visits and/or detailed environmental requirements in the implementation of the mandated ES management tools. Review project activities and implementation arrangements to ensure compliance with ESF/relevant ESSs requirements.
   - Provide technical support to project teams, implementing agencies, and contractors on ESF/relevant ESSs compliance.

3. **Stakeholder Engagement and Social Inclusion**
   - Support implementation of the Stakeholder Engagement Plan (SEP).
   - Organize and facilitate regular stakeholder consultations, public meetings, and information-sharing activities. This includes identifying and analyzing stakeholders, collecting feedback, and incorporating their suggestions into project designs.
   - Ensure meaningful participation of vulnerable and disadvantaged groups, including women, ethnic groups, persons with disabilities, and remote communities.
   - Support development of culturally appropriate consultation approaches and communication materials.
   - Maintain records of consultations, stakeholder feedback, and follow-up actions.
   - Promote ethnic inclusion and social inclusion measures across all project activities.

4. **Grievance Redress Mechanism (GRM)**
   - Support PMU and PIU operation and management of the Project Grievance Redress Mechanism (GRM).
   - Receive, register, track, and monitor grievances and complaints submitted by project stakeholders.
   - Maintain grievance databases and ensure timely resolution and reporting of grievances.
   - Support awareness raising on grievance procedures among project stakeholders and beneficiaries.
   - Prepare and incorporate GRM status including summaries and analysis of grievances received and addressed.

5. **Training and Capacity Building**
   - Organize and deliver ESF-related orientation and training programs for PMU, PIU, provincial, district, and community-level stakeholders.
   - Provide training, on-the job training on ESF instruments, stakeholder engagement, GRM management, ESCOP and EMP, gender sensitivity, disability inclusion, ethnic inclusion, labor management, community health and safety.
   - Support implementation of capacity-building activities required under the ESCP.
   - Prepare and maintain training records and evaluate training effectiveness.

6. **Environmental Management**
   - Promote environmentally sustainable practices in project implementation.

- Support implementation of Green, Clean, and Beautiful (GCB) school approaches and environmental awareness activities.
- Support implementation and monitoring of e-waste management measures associated with ICT equipment and digital learning tools.
- Monitor environmental risks associated with project-supported activities and recommend corrective measures where necessary.
- Support emergency preparedness and response planning under project implementation.

7. **Gender, GBV, VAC and Child Protection Measures**
   - Support implementation of measures promoting gender equality and social inclusion.
   - Assist in awareness raising on Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), Violence Against Children (VAC), and child safeguarding.
   - Promote implementation of Codes of Conduct for project personnel and consultants.
   - Monitor and report any incidents or risks related to GBV, SEA/SH, VAC, and other social risks in accordance with World Bank requirements.

8. **Monitoring, Incident Management and Reporting**
   - Conduct field monitoring visits and document environmental and social performance.
   - Collect and compile environmental and social data and indicators.
   - Provide support the PMU and PIUs in notifying the World Bank of any severe Environmental and Social (E&S) incidents within 48 hours of becoming aware of such incidents during project implementation, in accordance with the World Bank's Environmental and Social Incident Reporting Toolkit (ESIRT).
   - Support investigation and documentation of environmental and social incidents and accidents as per the ESIRT.
   - Assist in preparing incident reports, corrective action plans, and follow-up reports as required by the ESIRT.
   - Prepare semi-annual and monitoring reports on ESF implementation status.
   - Provide inputs for project progress reports, supervision missions, and implementation support missions.
   - Support preparation and submission of ESF reports required by the World Bank.

9. **Documentation and Knowledge Management**
   - Maintain and update environmental and social databases and filing systems.
   - Maintain records of screening results, consultations, grievances, training activities, monitoring missions, and incidents.
   - Support preparation of environmental and social assessments, studies, and Terms of Reference (TORs) as required.
   - Assist in developing communication materials and awareness-raising tools, including culturally appropriate communication methods.
   - Maintain project environmental and social records for audit, review, and World Bank supervision purposes.

❖ **Qualifications and Experience**

Education

- At least a Bachelor's degree in Environmental Science, Environmental Management, Natural Resources Management, Social Sciences, Sociology, Anthropology, Development Studies, Public Policy, Education, Public Health, or a related field.

Professional Experience

- At least five (5) years of progressively responsible experience in environmental and social safeguards, environmental and social assessment, social development, stakeholder engagement, or related fields.
- Demonstrated experience working with World Bank-financed projects and implementation of Environmental and Social Framework (ESF) requirements.
- Experience in conducting environmental and social assessments, stakeholder consultations, and grievance management.
- Experience working with government institutions and development partners in Lao PDR.
- Experience in delivering training and capacity-building activities.
- Knowledge of ethnic engagement and social inclusion issues in Lao PDR will be an advantage.

Skills and Competencies

- Knowledge of the World Bank Environmental and Social Framework (ESF) and Environmental and Social Standards (ESSs).
- Good understanding of relevant Lao PDR legal and regulatory frameworks related to environmental and social impact assessment.
- Experience in environmental and social screening, monitoring, reporting, and stakeholder engagement.
- Good communication, facilitation, and stakeholder coordination skills.
- Good analytical, organizational, and report-writing skills.
- Proficiency in Microsoft Office applications.
- Ability to work independently and as part of a multidisciplinary team.
- Proficiency in Lao and English, both written and spoken.

The attention of interested Consultant is drawn to paragraph 1.9 of the World Bank's Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers, July 2014 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. The Consultant will be selected based on Individual Consultants selection method set out in the Consultant Guidelines.

Interested eligible candidates in this position may obtain further information and the detailed TOR from ***the Ministry of Education and Sports, Department of Organization*** at the address below during office hours 08:00 to 16:00 hours or by e-mail. Please submit CVs and a letter of interest ***by 5th to 19th Octocber 2026*** to the address below. Only short-listed individual candidates will be contacted for an interview.

Attn: Ms. Daovieng PHONGSAVATH
Deputy Director General
IFWP-E&H Project Deputy Director
Department of Organization
Ministry of Education and Sports
Tel/Fax: 021 216008
Lane Xang Avenue, P.O Box 67, Vientiane, Lao PDR
E-mail: hrd.moes@gmail.com; cc: daovieng@gmail.com and sylathtanavongv@gmail.com

Authorized Signature

Ph.D. Toudavanh NORMEUANGSET
Director General/Project Management Unit
Department of Organization
Ministry of Education and Sports