

**TERMS of REFERENCE (ToR)**  
**ENVIRONMENTAL SAFEGUARDS POSITION**  
**in MEMR**

**Project Information**

**Project Component.** The objective of the project is to support the Ministry of Energy and Mineral Resources (MEMR) to promote transparency and good governance in energy project delivery. The Project had been prepared in early 2015 and The Grant Agreement was signed on June 10, 2015 and the Project has been extended from the closing date of 31 December 2016 to 31 March 2017, which further extended until 15 April 2017, to accommodate the cabinet reshuffling and to allow for the World Bank and the Ministry to discuss in more detail the new proposal for a more comprehensive restructuring.

The focus of the assistance is for institutional capacity building activities in energy program and policy development, including facilitating coordination, monitoring and evaluation, knowledge building and exchange, and stakeholder consultations. The main activities of the project would be focus group discussions, workshops, report preparation, site visits and study tours. The Project covers five components:

Component A: Support the 35,000 MW Program and Other Priority Programs, including Promotion of Clean Energy, Electricity Access, Monitoring, Coordination and Debottlenecking. This component includes (1) facilitation for 35,000 MW Program's Acceleration Task Force; (2) strengthening the monitoring of the Jokowi-JK EMR priority development sector implementations in 2017; (3) strengthening the monitoring of the energy development Programs in the Border Areas and Outer Islands; (4) preparing the MEMR DAK mechanism.

Component B: Strengthen the 2,500 Electrified Village Program Development Monitoring and Coordination, and Promoting Renewable Energy Development, which includes the following activities: (1) assistance to the task force in conducting monitoring, evaluation, institutional coordination and debottlenecking the implementations of the 2,500 Electrified Village Program; (2) support for the development of a road map for promoting ocean wave energy production and use through workshops and focus group discussions to gather information and lessons learned of the implementation of the ocean wave energy in other countries.

Component C: Support the MEMR Energy Planning for National Priority EMR Sectors and strengthen the MEMR Budgeting and Performance/HR Management Systems. This component includes: (1) development of the MEMR's Budget Planning Application Systems; (2) establishment of detailed information on National Energy General Plan (RUEN) and pre-conditions (supporting information) for the implementation of RUEN; and (3) improvement of the MEMR's Performance Management.

Component D: Strengthen the Energy Policies and Regulations in EMR National Priority Programs, including lessons learned on the Implementation of the EMR National Priority Programs. This component covers: (1) strengthening energy policy and regulations through gathering

information and lessons learned from experiences in other countries; (2) institutional capacity building through training, on-the-job capacity strengthening, study tours, and workshops.

Component E: Support and facilitation of Project implementation, which include support to the Project Implementation Unit of the Project such as individual consultants, travel and incremental operating costs as defined in the Grant Agreement. The incremental operating costs will be based on a budget which receives a no objection from the World Bank.

**Project Scope.** The project is national in scope, given that energy resources are located throughout the country. The project will provide technical assistance and will not finance any physical investments. The individual consultants hired will be stationed or will be in contact with the MEMR office in Jakarta.

Even though this TA will not finance actual physical investments, it may potentially create environmental and social impacts from the downstream investment recommended by the results/outputs of the TA activities, which geographically could be located anywhere in the country. Some activities under this TA will support the drafting of any policies, strategies or regulations that may directly or indirectly generate potential environmental and social impacts from the downstream investment promoted by such policies, strategies or regulations; and support capacity building for institutions/stakeholders to carry out investment activities that may directly or indirectly have potential environmental and social impacts.

This Project will refer to the Bank's Interim Guidelines on the Application of Safeguard Policies to Technical Assistance (TA) Activities in Bank Financed Projects and Trust Funds Administered by the Bank (January 2014) wherein the terms of reference of these activities will be reviewed, assessed and approved accordingly by the Bank with the help of the Safeguards Specialist.

The environmental and social concerns around energy development in Indonesia have been primarily related to the conversion of forest lands and key ecological habitats, and the displacement and/or loss of livelihood of local communities, including but not limited to Indigenous Peoples. These factors shall be considered by the MEMR in all ToRs for individual consultants for the TA activities to support the development of policies, strategies or regulations and to design and deliver capacity building.

## **Position Description and Requirements**

### **Duties and Scope of Works**

MEMR is seeking to recruit an Environmental Specialist, to be based in the MEMR Office in Jakarta, Indonesia, to oversee compliance with World Bank environmental safeguard policies while building environmental sustainability into projects' design for 12-18 months.

The candidates must be familiar with and have some experiences in projects implementing the World Bank's environmental and social safeguards policies. The placement of safeguards specialists with adequate exposure and experience to the Bank's safeguards policies can bring about benefits to ensure that the capacity building, innovations, and improvement efficiency efforts can be done in appropriate ways in line with the Indonesia laws and regulations and the Bank's safeguards policies.

The scope of works of the safeguards specialists will be:

- To provide inputs to the ToRs of the individual consultants developed by the MEMR and

ensure that | the TA activities are in compliance with the Indonesia and Bank's safeguards requirements.

- To review the reports/outputs of the TA activities prepared by the individual consultants and ensuring that the safeguards requirements specified in the TORs are consistently implemented.
- To build safeguards awareness and to provide adequate comprehension of individual consultants hired by the Project, task forces, working groups of all the project components in mainstreaming safeguards into their works.
- To coordinate, participate and support field visits, focus group's discussion or workshops for awareness of these requirements and their responsibilities.

From the five Project components, there are several ToRs of individual consultants that will be reviewed for safeguards considerations, but not limited to, as follows:

- a. Component A: the energy specialist and stakeholder institution specialist for 35,000 MW program evaluation; individual consultant who will prepare the technical guidelines for DAK electrification;
- b. Component B: the renewable energy specialist and institutional development specialist for underdeveloped village area electrification;
- c. Component D (1) and (2): consultants for strengthening energy policy and regulations, and the institutional capacity building specialists.

#### **Accountabilities in Delivery**

- Ensure the effective integration of environmental due diligence as defined by World Bank Group safeguards policies as well as international good practice documents (e.g. Equator Principles) into the implementation of this project, especially the ToR development of individual consultants and their outputs.
- Provide expert advice to project teams, individual consultants, working groups, task force and MEMR management with regard to the environmental assessments, environmental mitigation assessments and plans, public consultations plans, and strategies; and plans related to conservation, natural resource management, forest management, based on thorough analysis of national legal and institutional frameworks and project impacts, so as to ensure compliance of the 4 project components with the WBG's operational policies.
- Provide expert guidance to *individual consultants, working groups, MEMR managements*, in the preparation of relevant project cycle documentation including ToRs of environmental safeguard instruments, such as environmental and social assessments; environmental and social assessment frameworks; environmental and social management plans, and supervising their implementation.
- Provide environmental input in project documents in accordance with the Bank operational policies including for technical guidelines, project report, revision to regulations, project and program proposal and design, with proper disclosure procedures and public consultation requirements.
- Participate as team member to the development and/or implementation of site visits, study tours, seeking and developing opportunities to integrate sound environmental management and policies in various events; maintaining regular dialog with the client and enhance their capacity on environmental policies; and contributing to visit reports.

- Facilitate and maintain effective communication with the local partners, NGOs, civil society, the private sector as well as specialized international organizations related to the 4 project components.
- Coordinate all activities closely and share information with MEMR management, project leadership and the Bank's safeguards specialist.
- Participate in review of sector policies, strategies, and legislation and/or possibly lead the policy dialog with other stakeholders on environment or natural resources aspects relevant to the 4 project components if necessary.
- Resolve project related aspects with individual consultants and MEMR management related to the interpretation of the Bank safeguards policies, specially the OP 4.01 on Environmental Assessment under the guidance of the Bank's Safeguard Specialist.
- Actively seek to learn World Bank Group procedures, and contribute to their improvement, by participating in training offered, by developing a personal training program, keeping abreast of research and development knowledge in the environment and natural resources sector, and relevant safeguard management process.
- Coordinate and carry out other tasks as requested by MEMR project manager such as for example, contribute to the organization of training or knowledge sharing events, and help the MEMR office staff with various tasks specific to the environment aspects.

### **Selection Criteria**

In addition to meeting the requirement of the positions, it is expected that the successful candidate will meet the following selection criteria:

- Advanced degree (PhD or Masters) in environmental economics, environmental science/engineering, forest management or related field, preferably with major in one or more of the following areas: environmental protection or policy, energy and natural resources management.
- A minimum of 10-15 years of full-time relevant professional experience in the environment and energy sector would be an advantage but those with outstanding academic qualifications would be considered with less than 10 years of experience.
- Knowledge and experience in one or more of the following areas: environment assessment and management, environmental sector policy, or integrated development planning, in various sectors (e.g., energy, renewable energy, water supply and sanitation; transport, natural disaster management, rural development, social safeguards, health and education); capacity assessment and institutional strengthening, local government, public consultation, health and safety plans.
- Field experience in assessing project site vulnerabilities/risks, as well as supervising/inspecting/monitoring projects during implementation to mitigate and monitor environmental impacts, would be an advantage.
- Experience working in middle income countries comparable to Indonesia, understanding of the institutional and political context and exposure to the national environmental policy challenges.
- Proven teamwork and successful experience working with multi-disciplinary teams.

- Demonstrated project management / operational skills and familiarity with Bank procedures and business practices including occupational health and safety management and the WBG safeguard policies would be an advantage.
- Experience working with a wide range of stakeholders, NGOs, international organizations, development partners and/or with the government in Indonesia will be an advantage
- Fluency in English is required (writing, speaking, listening and reading).
- Fluency in Indonesian is required.
- A strong sense of team work and ability to work independently with limited supervision.
- Strong interpersonal and communication skills.
- Willingness to travel extensively in rural provinces of Indonesia if necessary.

### **Competencies** (Environmental Specialist)

#### **Knowledge and Experience in Development Arena – Energy and Environment**

Applies technical knowledge on the job and provides inputs to country and sector strategies. Interacts with clients on technical and policy level, especially in energy sector, is an advantage.

#### **Policy Dialogue Skills**

Ability to respond to requests regarding policy issues in their respective discipline and participate in policy discussions with government and non-government partners. Integrative skills – ability to present issues in their discipline for team formulation of cross-sectoral approaches to lending and non-lending operations.

#### **Environmental Economics**

Basic understanding of relevant economic concepts related to environmental themes, with limited experience.

#### **Environmental Policy, Strategy and Institutions**

Basic understanding of environmental policies, strategies, institutions, and regulations.

#### **Environmental Sciences**

Basic experience applying knowledge (soil science; water; ecosystems; conservation; agriculture concerns, etc.) to policy-related decisions and advice.

#### **Natural Resources Management**

Focused experience in natural resources management, including specialized experience in one thematic area, with ability to apply this knowledge to policy-related decisions and advice.

#### **Environmental Safeguards**

Knowledge of safeguards concepts, especially for environmental impacts, and willingness to master their application.

#### **Biodiversity**

Limited experience in field application of activities in at least one area (biology and biological systems; species preservation and sustainability; protection policies; conservation management; etc.), with ability to apply knowledge to projects and analytical work.

### Environment / Climate / Carbon Finance

Basic knowledge of project financing alternatives; ability to provide inputs to develop solutions to financing in the environment sector.

### Project Design for Impact and Sustainability -

Contributes to the design of projects and programs, based on an understanding of the country and sector context.

### Sector Dialogue

Contributes to dialogues with the client on familiar topics, with a narrow scope, based on a solid understanding of the sector.

### Operational Project Management

Demonstrates basic knowledge and understanding of project management tools & methodologies, as well as of government's instruments and processes related to project preparation & implementation, resource management, and stakeholder communications. Possesses a basic understanding of procurement and disbursement policies; knows who to involve in problem resolution.

### Client Orientation

Demonstrates diplomacy, tact and sensitivity in the face of conflicting demands or directions and provides inputs to develop evidence-based advice and solutions based on sound diagnosis and knowledge.

### Drive for Results

Provides inputs to efforts to identify and acquire resources to accomplish results involving multiple stakeholders and contributes to solutions to obstacles affecting key deliverables.

### Teamwork (Collaboration) and Inclusion

Participates in teams to achieve outcomes, provides inputs to team solutions and demonstrates good inter-personal skills for teamwork, demonstrating respect for different points of view.

### Knowledge, Learning and Communication

Contributes to sharing of best practice, trends, knowledge and lessons learned across units and with clients and partners, articulating ideas verbally and in writing in a clear and compelling way across audiences of varied levels.

### Business Judgment and Analytical Decision Making

Under direction of senior staff, gathers inputs, contributes to risk assessments, and provides information relevant to assessment of decisions affecting internal and external stakeholders.

**Deliverables:** Reviewed and approved ToRs for individual consultants, progress report, visit reports, policy paper, monthly report.