

TERMS OF REFERENCE

Selection Number	229406
Project	GRANT-1002 RMI: Energy Transition Project - ETP-ICS-03 Gender Specialist (Social Safeguards and Gender) (E-049450-040)
Professional Group	B
Job Level	4
Expertise	Social Sciences or related fields, gender development
Expertise Group	Social & Political Science
Source	National

Objective and Purpose of the Assignment

1.

The Republic of the Marshall Islands (RMI) comprises over 1,000 islets, 29 low-lying atolls and five islands in the North Pacific, with an average elevation of about 2 meters above sea level. The country heavily relies on external aid, with around 40% of its gross domestic product coming from annual grants in 2021. The most significant of these is the Compact of Free Association with the United States that was renewed in March 2024 for the period 2024–2043. The Marshall Islands' state-owned utility, Marshalls Energy Company (MEC), manages fuel imports, electricity generation, distribution, and retailing on Majuro, serving approximately 28,000 people (half of the nation's population) and accounting for over 70% of the country's electricity consumption. MEC also supplies fuel and electricity to some islands beyond Majuro.
2.

The 2024 country program for RMI incorporates the Energy Transition Project (the Project), which is in line with the Pacific Approach 2021–2025 and ADB's Energy Policy 2021. The project aims to enhance energy delivery in the RMI and provide support for long-term energy transition through infrastructure development, policy support, and capacity building. It meets the qualifying criteria for the Pacific Renewable Energy Investment Facility (PREIF) by supporting renewable energy, being a member of the 11 small Pacific Island countries (PIC-11), aligning with national energy master plans, and excluding environment category A projects. The design and implementation will follow best practices for small islands, including a phased approach for renewable energy integration and diversification.
3.

The impact of the project is improved energy security for the Marshall Islands and movement toward RMI's nationally determined contribution achieved. The project outcome is reliable electricity distribution and clean energy deployment in the RMI strengthened.

Scope of Work

4.

The Asian Development Bank (ADB) is committed to ensuring that its projects comply with the ADB Safeguards Policy Statement (SPS, 2009) and country safeguards systems (CSS). To achieve this, an Environment Expert (National) will be engaged during the project implementation phase to assist MEC in managing social safeguards and gender aspects of the project in line with ADB's SPS and Policy on Gender and Development, and CSS requirements.

Detailed Tasks and/or Expected Output

5. The Social Safeguard and Gender Expert will report directly to the Project Manager of the Project Management Unit (PMU). The specific tasks for this assignment will include, but are not limited to the following:

Social Safeguards

- i. Review all social safeguard planning instruments relevant to the proposed project, including relevant national laws and regulations;
- ii. Support site visit and data collection, if necessary, to confirm socioeconomic baseline and evaluate involuntary resettlement impacts of the proposed project;
- iii. Assist MEC and contractors to review and update the Social Safeguards Due Diligence Report (DDR) prepared during the project preparations, if necessary, for any change or additional project scope and ensure the report meets ADB's Safeguard Policy Statement (2009) and national laws and regulation requirements;
- iv. Identify areas for improvement and training needs with respect to involuntary resettlement safeguards and based on this, prepare and submit training materials and conduct the training workshops for the staff of the EA, IA, and other stakeholders on social safeguards management and compliance;
- v. Assist EA and IA in stakeholders' participation and consultation during project implementation and ensure disclosure of relevant information;
- vi. Prepare social safeguards inputs into the quarterly project progress report and compile social safeguards information into the semi-annual social safeguards monitoring reports for submission to the project's executing agency and ADB, and incorporate all the comments from ADB; and
- vii. Liaise with the PMU and ADB and facilitate as necessary project communications.

Gender

- i. Review and lead the roll out of the gender action plan for MEC across all outputs including identification of beneficiaries;
- ii. Identify performance targets and indicators, including gender disaggregated indicators, for the investments; and develop and implement a harmonized monitoring and evaluation system that aligns with the Project's DMF and GAP;
- iii. Lead the project teams and other national stakeholders in adopting international best practices in implementing communication strategies related to communities and social gender development issues;
- iv. Lead review of the implementation of project GAPs and all training and knowledge sharing activities with regard to gender needs and benefits, and provide guidance on their revision;
- v. Lead in training and knowledge sharing activities, and ensure the broad participation of women though community training set-up arrangements;
- vi. Support PMU with coordination with schools, colleges, local communities and government agencies to facilitate GAP implementation;
- vii. Coordinate with the SMO and Output 2 contractor for preparation of materials to sensitize and convey project benefits;
- viii. Conduct regular awareness activities to increase knowledge of PMU, consultants and Contractors on gender action plan targets and report requirements;
- ix. Coordinate with other project team members and MEC in identifying areas where gender-inclusive and socially inclusive provisions can be strengthened under the project; and
- x. Prepare and submit quarterly progress and semi-annual GAP monitoring reports to the project's executing agency and ADB and incorporate all the comments from ADB.

Minimum Qualification Requirements

- 6. Degree or training in social sciences, social safeguards and/or gender development, or related field, with demonstrated working experience in the energy sector and in the country context, preferably in projects funded by an international development community.
- 7. At least 10 years general experience in social safeguards and gender development, preferably in the energy sector, and a maximum of 7 years maximum specific experience relevant to assignment.

Minimum General Experience	10 Years
Minimum Specific Experience (relevant to assignment)	7 Years
Regional/Country Experience	Required

Deliverables	Type	Estimated Submission Date
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Schedule and Places of Assignment (chronological and inclusive of travel)				
City and Country	Working Days	Estimated Start Date	Estimated End Date	Other Details
Majuro, Marshall Islands	18	01-Nov-2026	30-Nov-2026	
Other City, Marshall Islands	5	01-Dec-2026	07-Dec-2026	Arno
Majuro, Marshall Islands	18	08-Dec-2026	31-Dec-2026	
Other City, Marshall Islands	5	03-Jan-2027	10-Jan-2027	Arno
Majuro, Marshall Islands	26	11-Jan-2027	09-Feb-2027	
Other City, Marshall Islands	5	10-Feb-2027	15-Feb-2027	Arno
Majuro, Marshall Islands	5	16-Feb-2027	28-Feb-2027	
Other City, Marshall Islands	5	01-Mar-2027	13-Mar-2027	Arno
Majuro, Marshall Islands	45	14-Mar-2027	31-Dec-2028	
Total	132	Intermittent; Max. Working Days/Week: 5 for Home Office, 6 for Field		