

GOVERNMENT OF GRENADA

Ministry of Climate Resilience, The Environment and Renewable Energy GRENADA GEOTHERMAL ENERGY DEVELOPMENT – EXPLORATION DRILLING PHASE **Consultant Environmental Health and Safety Officer (EHSO)**

TERMS OF REFERENCE

1. Background

With funding provided by the Caribbean Development Bank (CDB), including support from the UK Foreign, Commonwealth and Development Office (FCDO), the Global Environment Facility (GEF), the Italian Ministry for Environment and Energy Security (IMELS), and the European Union Caribbean Investment Fund, the Government of Grenada is undertaking a geothermal exploration drilling project to develop geothermal resources for utility-scale power production.

The Project is executed by the Ministry of Climate Resilience, The Environment and Renewable Energy (the Ministry) and managed by the Geothermal Project Management Unit (GPMU). Exploration drilling is planned at two sites located on private agricultural lands in the north of the mainland: Site C at Tricolor in St Patrick and Site F at Plaisance Estate in St John. The Project is subject to a multi-lender environmental and social safeguard framework, including the applicable CDB review procedures, IDB safeguard policies, and IFC Performance Standards.

An Environmental and Social Impact Assessment (ESIA) has been completed and an ESIA Update (including a Livelihood Restoration Plan for affected landowners) is in progress.

The Ministry now wishes to engage a Consultant Environmental Health and Safety Officer (EHSO) as a full-time member of the GPMU.

2. Objectives

The EHSO will serve as the GPMU's dedicated environmental health and safety focal point, responsible for ensuring Project compliance with the approved ESIA, the ESIA Update, Environmental and Social Management Plans (ESMPs), applicable national law, and lender requirements throughout the civil works and exploration drilling phases.

3. Scope of Work

The EHSO will:

- a) Review and advise on approval of each contractor's ESMP and required sub-plans prior to mobilisation, and verify that all permits, consents, and lender pre-conditions are met;
- b) Design and operate a monitoring and reporting system that consolidates contractor submissions and records environmental incidents, OHS incidents, and corrective actions;
- c) Carry out site inspections and periodic audits during construction and drilling; confirm contractor compliance with the ESMP and national requirements, including occupational health and safety obligations;
- d) Review ESIA Update deliverables and ESMPs as received for technical completeness and adequacy with respect to environmental and OHS matters; confirm that emerging requirements are reflected in contractor obligations and site management; and provide written recommendations to the Project Coordinator Geothermal Energy (PCGE) on acceptance and any alignment gaps;
- e) Liaise with all national environmental and planning regulatory authorities on all Project-related permitting, consent, and compliance matters, and maintain records of all regulatory correspondence and approvals;
- f) In coordination with the New Zealand FRENZ hydrogeological team, develop, execute, and maintain groundwater and stream flow monitoring plans and associated field equipment, and liaise with national water management authorities for streamflow and rainfall data;
- g) Build capacity of GPMU staff and contractor supervisors through targeted EHS training sessions;
- h) Identify non-compliance items and issues for inclusion in concise reports to the Ministry and funders;

- i) Support the preparation and implementation of corrective action plans arising from lenders' supervision missions, audits, or compliance reviews;
- j) Support preparation, review, and integration of environmental and OHS requirements into bidding documents, contracts, and technical specifications.

4. Deliverables

The EHSO will produce:

- a) Mobilisation pack (Month 1): approvals checklist, monitoring plan, and reporting templates.
- b) Pre-mobilisation review notes: advice on contractor ESMP approvals and confirmation that permits, consents, and lender pre-conditions are met.
- c) Monthly consolidated EHS report in the format and at the frequency specified by the lenders, covering monitoring results, inspections and audits, incidents and corrective action status, and any ESIA/ESMP alignment issues.
- d) Annual EHS training plan with materials and attendance records.
- e) Non-compliance memos with recommended corrective actions, as required.
- f) Close-out report upon completion of the assignment.

5. Term of Assignment

The consultancy is on a full-time basis with an expected duration of twenty-four (24) months. The term may be modified subject to project requirements and availability of funding.

6. Qualifications and Experience

The EHSO should have:

- a) A first degree plus ten (10) years of relevant experience, or a graduate degree plus five (5) years of relevant experience, in environmental science, environmental engineering, occupational health and safety, or a related field.
- b) Demonstrated experience in EHS monitoring and ESMP implementation in an operational project environment, preferably in the extractive, energy, or construction sectors.
- c) Demonstrated knowledge of occupational health and safety management systems and practices applicable to construction and drilling operations.
- d) Familiarity with IFC Performance Standards or equivalent multilateral development bank safeguard frameworks is strongly preferred.
- e) Experience in geothermal or extractive industry project operations is an asset.

7. Location

The duty station is Grenada. The Ministry's offices are located in St George's, and the project exploration drilling sites are located in St John and St Patrick parishes. The EHSO is expected to have a suitable vehicle for execution of project duties.

8. Reporting

The EHSO will be a member of the GPMU team, reporting to the Project Coordinator Geothermal Energy, and will also prepare EHS reports in the format and at the frequency specified by the financiers. The EHSO will work closely with the project team, contractors, consultants, and internal and external stakeholders as required. All reports and underlying data produced under this assignment are the property of the Government of Grenada.