

GOVERNMENT OF GRENADA

Ministry of Climate Resilience, The Environment and Renewable Energy GRENADA GEOTHERMAL ENERGY DEVELOPMENT – EXPLORATION DRILLING PHASE

Consultant Social Safeguards Officer (SSO)

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 (IMEIS), 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 CDB Environmental and Social 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 (LRP) for affected landowners across both sites, is currently in progress. Environmental health and safety compliance is covered by a separate, dedicated Consultant Environmental Health and Safety Officer (EHSO). The Ministry now wishes to engage a dedicated Consultant Social Safeguards Officer (SSO) to lead the Project's social safeguards function and to strengthen the social safeguards capacity of the GPMU.

2. Objectives

The SSO will serve as the GPMU's dedicated social safeguards lead, responsible for ensuring the Project's compliance with the social provisions of the approved ESIA, the ESIA Update, the Livelihood Restoration Plan, and lender requirements throughout the civil works and exploration drilling phases. A core objective of the assignment is to strengthen in-country social safeguards capacity, in keeping with the Ministry's medium-term institutional capacity-building objectives.

3. Scope of Work

The SSO will:

- a) Oversee implementation of the Livelihood Restoration Plan (LRP), including verification of commitments to affected landowners, compensation tracking, and written progress reporting to the PCGE.
- b) Review ESIA Update deliverables and ESMPs as received for completeness and adequacy with respect to social safeguards and LRP matters, and provide written recommendations to the PCGE on acceptance and any gaps.
- c) Develop and maintain a social safeguards monitoring framework, tracking LRP implementation, grievance status, and stakeholder engagement outcomes.
- d) Prepare social safeguards reports to the PCGE in the format and at the frequency required by the lenders, consolidating field inputs from the CLO.

- e) Provide oversight and technical guidance on the project grievance mechanism, including LRP-specific grievances.
- f) Support lender supervision missions and audits by providing social safeguards documentation, data, and technical input as required.
- g) Liaise with the EHSO on issues where environmental and social risks intersect, ensuring coherent monitoring and reporting.

4. Capacity Building

Strengthening the GPMU's in-country social safeguards capacity is a core deliverable of this assignment, not an incidental task. The SSO will:

- a) Mentor and build local capability in social safeguards principles, LRP implementation, grievance management, and lender-format reporting, with the aim of progressively transferring routine social safeguards functions to in-house capacity.
- b) Deliver structured training to GPMU staff on the Project's social safeguards obligations and the applicable lender frameworks.
- c) Document procedures, templates, and guidance notes to embed sustainable social safeguards capability within the GPMU beyond the term of the assignment.

5. Deliverables

The SSO will produce:

- a) Inception note (Month 1): social safeguards monitoring framework, LRP oversight plan, capacity-building plan, and reporting templates.
- b) Periodic social safeguards report: LRP implementation progress, grievance status, stakeholder engagement summary, and any ESIA/ESMP social alignment issues, at the frequency required by the lenders.
- c) Written recommendations to PCGE on acceptance of ESIA Update social and LRP deliverables, as submitted.
- d) Capacity-building outputs: training materials, attendance records, and procedural guidance notes for the GPMU.
- e) Lender supervision mission inputs: social safeguards data, documentation, and briefing notes as required.
- f) Close-out report upon completion of the assignment, including a handover note on transferred capacity.

6. Term of Assignment

The consultancy is part-time, with an expected duration of twenty-four (24) months. The expected time commitment is ten (10) days per month. The term may be modified subject to project requirements and availability of funding.

7. Qualifications and Experience

The SSO 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 social science, development studies, economics, or a related field.
- b) Demonstrated experience in resettlement action plan or livelihood restoration plan implementation in an operational project environment.
- c) Demonstrated experience in stakeholder engagement and community liaison, preferably in a SIDS or rural Caribbean context.

- d) Familiarity with IFC Performance Standards or equivalent multilateral development bank safeguard frameworks, including IDB and World Bank social safeguard requirements.
- e) Demonstrated experience in mentoring, training, or institutional capacity building is strongly preferred.
- f) Experience in geothermal or extractive industry project operations is an asset.

8. Location

The assignment is part-time, with travel to site as required for site visits, lender missions, and key project milestones. If necessary, pre-approved travel costs will be reimbursed in accordance with the agreed terms of engagement.

9. Reporting

The SSO will report to the Project Coordinator Geothermal Energy (PCGE) and will work in close coordination with the CLO and the EHSO. All reports and underlying data produced under this assignment are the property of the Government of Grenada.