Government of Nepal
Ministry of Education and Sports
Department of Education
Sanothimi, Bhaktapur

REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL CONSULTANT SELECTION)

NEPAL
Nepal Safer Schools Project (NSSP) — Project Preparation
Grant No.: IDA E758-NP (Preparation Grant for Nepal Safer Schools Project)

Assignment Title: Environmental Specialist (Individual Consultant)
Reference No. (as per Procurement Plan): NP-CLPIU EDU-556505-CS-INDV
Date of Publication: 7 November 2026 (2083/07/21 BS)

The Government of Nepal has received financing from the World Bank (International Development Association) toward the cost of the Preparation Grant for Nepal Safer Schools Project (IDA Grant No. E758-NP, under the Grant Facility for Project Preparation), and intends to apply part of the proceeds for consulting services.

The consulting services ("the Services") include supporting DOE and the Ministry of Education and Sports in preparing the Project's environmental instruments in compliance with Nepal's national regulations and the World Bank's Environmental and Social Framework (ESF), including the Project-specific Environmental and Social Management Framework (ESMF), environmental inputs to the Environmental and Social Commitment Plan (ESCP), a hazardous materials management protocol, and site-specific Environmental and Social Management Plans (ESMPs) for priority schools. The estimated level of effort is 180 person-days (approximately 6 person-months) on a full-time basis over approximately 6 months, based at DOE, Sanothimi, Bhaktapur, with field visits to project districts. The assignment is expected to start in December 2026.

The detailed Terms of Reference (TOR) for the assignment (Annex 1) is attached to this request for expressions of interest, and can also be found at the following websites: www.cehrd.gov.np / www.moe.piu.gov.np.

The Department of Education (DOE), Ministry of Education and Sports, now invites eligible individual consultants ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services, including a

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cover letter, a detailed curriculum vitae and copies of academic certificates and experience documents.

The attention of interested Consultants is drawn to Section III, paragraphs 3.14, 3.16 and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" September 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

The Consultant will be selected on the basis of qualifications and relevant experience. The procurement process will be in accordance with the Individual Consultant Selection (Open – National) method set out in the World Bank's Procurement Regulations.

Further information can be obtained at the address below during office hours, 09:00 to 16:00 hours (Nepal Standard Time), on Government working days.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail) by 12:00 hours (Nepal Standard Time) on 25 November 2026 (2083/08/09 BS).

Department of Education (DOE)
Attn: SDE Ashok Adhikari, Section Chief, Project Infrastructure Development Section (PIDS), Department of Education
Sanothimi, Bhaktapur, Nepal
Tel: +977-9851422340
Website: www.cehrd.gov.np / www.moe.piu.gov.np

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ANNEX 1: TERMS OF REFERENCE

Environmental Specialist — Individual Consultant

Project	Nepal Safer Schools Project (NSSP) — Project Preparation Phase
Implementing Agency	Ministry of Education and Sports (MoES), through the Department of Education/Project Implementation Unit (DOE/PIU)
Financing	International Development Association (IDA) Grant No. E758-NP – Preparation Grant for Nepal Safer Schools Project, under the World Bank Grant Facility for Project Preparation (GFPP)
Grant Agreement	Letter Agreement between Nepal (Recipient) and the International Development Association, signed on 30 August 2026; Grant amount SDR 1,100,000; Grant Closing Date 31 December 2027
Grant Activity (Annex, Section 2.01)	Component 3: Project Management and Capacity Building – Part (e) Project Management (E&S risk management and preparation of associated instruments, including the ESCP and SEP)
Procurement Plan Activity Ref.	NP-CLPIU EDU-556505-CS-INDV
Name of Consulting Service (as per Approved Procurement Plan)	Environmental Specialist: hiring of environmental specialist preparation of ESMF and site specific ESMPs to ensure compliance with WB.
Position	One Individual Consultant — Environmental Specialist
Market Approach	Open – National
E&S Risk Classification	Substantial (Environmental)
Selection Method	Individual Consultant Selection, following an open national request for expressions of interest, in accordance with the World Bank Procurement Regulations for IPF Borrowers, dated September 2025

1. Background and Context

Nepal is one of the most disaster-prone countries in the world, highly exposed to earthquakes, floods, landslides, and increasingly severe climate-related hazards. A large share of Nepal's public school buildings were constructed before the adoption of modern building codes and are inadequately equipped to withstand seismic events or climate shocks. The 2015 Gorkha earthquake destroyed or damaged approximately 32,000 classrooms, and successive disasters have continued to highlight the structural fragility of the school building stock.

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In response, the Government of Nepal, through the Ministry of Education and Sports (MoES) and its Department of Education/Project Implementation Unit (DOE/PIU), is preparing the Nepal Safer Schools Project (NSSP) with World Bank financing. The project's development objectives are to (i) improve the safety and disaster resilience of selected existing school infrastructure in Nepal, and (ii) strengthen the institutional systems needed for long-term, risk-informed planning and implementation of school infrastructure investments for disaster risk reduction.

The Government of Nepal has received a grant from the International Development Association (IDA) of the World Bank, in an amount of SDR 1,100,000 (Grant No. IDA E758-NP – Preparation Grant for Nepal Safer Schools Project), under the Grant Facility for Project Preparation (GFPP), through a Letter Agreement signed on 30 August 2026 (the "Grant Agreement"), to support preparation and implementation readiness, including preparation of the Environmental and Social (E&S) documentation required for the Project.

Under Section 2.02 of the Grant Agreement, the Recipient carries out the grant-financed Activities through its project implementing unit under MoES, or any successor thereto, which is now the Department of Education/Project Implementation Unit (DOE/PIU). This assignment is financed under Component 3 (Project Management and Capacity Building), Part (e) Project Management, which supports environmental and social (E&S) risk management and the preparation of all associated instruments, including the environmental and social commitment plan and the stakeholder engagement plan, as described in Section 2.01 of the Annex to the Grant Agreement. Consulting services are eligible expenditures under Category (1) of Section 3.01 of the Grant Agreement, financed at 100% inclusive of taxes. The Grant Closing Date is 31 December 2027 (Section 3.03 of the Grant Agreement); all services under this assignment shall be completed within the Grant period.

In accordance with Section 2.03 of the Grant Agreement, the Activities financed by the Grant shall be carried out in accordance with the World Bank's Environmental and Social Standards (ESSs) and the Environmental and Social Commitment Plan for the Activities dated 1 July 2026, as amended from time to time. The instruments prepared under this assignment shall be consistent with these requirements, including the Recipient's obligation to establish, publicize, maintain and operate an accessible grievance mechanism for Activities-affected people (Section 2.03(e) of the Grant Agreement).

The Project has been classified as Substantial risk for both environmental and social dimensions. Environmental risks include construction impacts (dust, noise, vibration), management of hazardous materials (asbestos, lead paint), soil erosion, and e-waste generated from replaced ICT and other equipment. Ahead of project appraisal, an Environmental and Social Management Framework (ESMF) and site-specific Environmental and Social Management Plans (ESMPs) for initial investment, Labour management procedures and Stakeholder Engagement plan are required to be prepared, consistent with the World Bank's Environmental and Social Framework (ESF). An Environmental and Social Commitment Plan (ESCP), in coordination with the World Bank, setting out specific, time-bound commitments, measures, and actions to manage the Project's environmental risks and impacts is also required.

Per the Project's approved Procurement Plan, DOE/PIU is seeking to engage one qualified Environmental Specialist to lead preparation of the ESMF and site-specific ESMPs and to ensure the Project's environmental risk management arrangements comply with World Bank requirements. The Environmental Specialist will work alongside a separately engaged Social Development Specialist and Procurement Specialist, coordinating closely on cross-cutting instruments.

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2. Objectives of the Assignment

The objective of this assignment is for the Environmental Consultant to support and provide guidance to DOE/PIU and MoES in the preparation of the Project's environmental instruments and documents, ensuring compliance with Nepal's national regulations and the World Bank's Environmental and Social Framework (ESF), with primary responsibility for the following Environmental and Social Standards (ESS):

- ESS1 — Assessment and Management of Environmental and Social Risks and Impacts (environmental dimension)
- ESS2 — Labour and Working Conditions
- ESS3 — Resource Efficiency and Pollution Prevention and Management
- ESS4 — Community Health and Safety (environmental/construction-related dimension)
- ESS6 — Biodiversity Conservation and Sustainable Management of Living Natural Resources
- ESS10 — Stakeholder Engagement and Information Disclosure

The Consultant will also work closely with Social Development Consultant to ensure the ESMF, ESCP and related documents are fully cross-referenced and internally consistent.

3. Scope of Work

3.1 Inception and Document Review

- Review all available project preparation documents as envisioned in School Physical Infrastructure Assessment, Master plan development and Implementation Procedure 2083, including the Initial Environmental and Social Review Summary (ESRS), Project Concept Note, draft E&S instruments, and existing sector environmental assessments (e.g., ESMF, ESIA).
- Review Nepal's applicable national legislation and guidelines on environmental assessment and construction standards, including the Environment Protection Act 2019 and the National Building Codes (NBC).
- Review the World Bank's ESF, applicable ESSs, and relevant Good Practice Notes, with particular attention to construction-related environmental management and hazardous materials.
- Conduct a gap analysis between the current state of environmental safeguards preparation and the requirements of the World Bank ESF, identifying instruments to be newly prepared versus revised.
- Coordinate and work closely with Social Specialist Consultant in the preparation of the E&S risk management instruments.

3.2 Adaptation of the Sector ESMF for the Project

- Adapt the existing sector-wide ESMF to reflect the Project's scope of school retrofitting, reconstruction, and demolition activities across project districts in diverse terrain (Terai, hills, mountains).

The Project-specific ESMF shall include:

- A description of the Project, its components, and the environmental context of Nepal's school infrastructure sector.
- A risk and impact assessment methodology covering: construction dust, noise and vibration; hazardous materials management (asbestos, lead paint); soil erosion and drainage; e-waste from ICT equipment; and contractor occupational health and safety (OHS).
- Procedures for environmental and social screening and assessment, including determination of the required level of E&S review and the instruments needed to manage identified risks and impacts, such as site-specific ESIAs/ESMPs and Environmental and Social Codes of Practice (ESCoPs), Labour management Procedures (LMP) and including National legal requirements.
- Templates and procedures for preparation, review, monitoring, and approval of site-specific ESMPs and ESCoPs.

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- A hazardous materials management protocol, with specific attention to asbestos and lead paint identification, safe removal, and disposal, e-waste management, consistent with national regulations and Good International Industry Practice (GIIP).
- An environmental monitoring and reporting framework with measurable indicators.
- Cross-references ensuring consistency with the RPF, LMP, IPPF, SEP, and SEA/SH Action Plan being prepared by the Social Development Specialist.

3.3 Preparation of Site-Specific ESMPs

- Prepare site-specific ESMPs and ESCoPs for priority schools identified and selected for retrofitting, reconstruction, or new construction, based on engineering designs and Rapid Visual Screening (RVS)/structural assessment outputs.
- Coordinate with the design/DPR consultant(s) to ensure environmental mitigation measures are reflected in technical designs, cost estimates, and bidding documents.
- Verify site-specific hazardous materials risks (e.g., presence of asbestos roofing) during field visits and incorporate findings into the relevant ESMP.

3.4 Contribution to the Environmental and Social Commitment Plan (ESCP)

- Support DOE/PIU in preparing the environmental inputs to the Environmental and Social Commitment Plan (ESCP), including specific, time-bound commitments, measures, and actions to manage the Project's environmental risks and impacts, in coordination with the Social Development Specialist.

3.5 Stakeholder Consultations

- Contribute to stakeholder consultations on the draft ESMF, LMP, hazardous materials protocol, and site-specific ESMPs, coordinating with the Social Development Specialist, who leads overall consultation design and the Stakeholder Engagement Plan (SEP).
- Document environmental-specific consultation feedback and how it has been incorporated into the revised instruments.
- Support DOE/PIU and the Social Development Specialist in designing/organizing stakeholder consultations and other consultations

3.6 Finalization and Disclosure Support

- Finalize the ESMF, ESCP, hazardous materials protocol, site-specific ESMPs, SEP, and LMP based on feedback from stakeholder consultations and the World Bank Task Team.
- Contribute the environmental sections of the consolidated summary note prepared jointly with the Social Development Specialist.
- Support DOE/PIU in publicly disclosing all finalized environmental instruments on the MoES and DOE/PIU websites, in English and Nepali, prior to project appraisal.

4. Deliverables and Timeline

#	Deliverable	Timeline
1	Inception report and detailed work plan	Week 2
2	Environmental legislation and gap analysis note	Week 3
3	Draft Project-specific ESMF (incl. screening checklists, ESCoP templates, monitoring templates)	Week 6

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#	Deliverable	Timeline
4	Draft hazardous materials management protocol	Week 10
5	Draft site-specific ESMPs for the initial batch of priority schools	Week 16
6	Environmental inputs to the draft ESCP	Week 16
7	Consultation summary (input to Stakeholder Consultation Report)	Week 20
8	Final ESCP, ESMF, ESCoPs, hazardous materials protocol, and site-specific ESMPs, LMP, incorporating DOE/PIU and World Bank feedback	Week 22
9	Environmental inputs to the Consolidated Summary Note	Week 22
10	End-of-assignment handover report	Week 24

All deliverables shall be submitted in English; publicly disclosed instruments shall also be submitted in Nepali, in editable electronic format (.docx) and PDF. DOE/PIU and the World Bank Task Team shall endeavor to provide consolidated comments on each deliverable within 10 business days of submission.

5. Reporting Arrangements

The Consultant will work under the direct supervision of the DOE/PIU Project Director and Deputy Project Director (or designated E&S focal point) and will coordinate closely with the Social Development Specialist and the Procurement Specialist engaged under the Project, as well as with the World Bank Task Team's Environmental and Social Specialists. The Consultant shall submit monthly progress reports summarizing work completed, planned activities, and any issues or risks requiring attention.

The Consultant's monthly progress reports shall also provide inputs to the semi-annual Activities Report, which the Recipient is required to furnish to IDA not later than fifteen (15) days after each calendar semester, covering that semester (Section 2.04 of the Grant Agreement).

- Maintain regular communication with DOE/PIU E&S staff and the World Bank Task Team.
- Coordinate with EDCUs, LGs, and SMCs in project target districts as required.
- Undertake field visits to representative school sites to ground-truth environmental findings.
- Coordinate closely with the World Bank Task Team's Environmental and Social Specialists for guidance and feedback.
- Comply with the World Bank's Environmental and Social Standards and Good Practice Notes throughout the assignment.
- Adhere to the Project's Code of Conduct and sign the corresponding declaration prior to contract signing.

DOE/PIU will provide the Consultant with access to all existing project documents, relevant background reports, and key informants within DOE/PIU, CEHRD, and partner agencies, and will arrange logistical support for field visits in accordance with agreed procedures.

6. Duration

Per the Project's Procurement Plan, the assignment is planned to run for approximately **6 months (180 person-days)**, from contract signing to contract completion. Actual start and end dates will follow the finalized selection and contract-signing schedule. There is a possibility of

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extension subject to satisfactory performance and continuing project preparation needs. The Consultant will be based at the DOE/PIU office in Bhaktapur and may be required to travel outside the Kathmandu Valley for field visits.

7. Qualifications and Experience

- Education: Advanced university degree (Master's or equivalent) in Environmental Science, Environmental Engineering/Management, or a related discipline.
- General Experience: A minimum of 10 years of professional experience in environmental safeguards/risk management on development projects.
- World Bank ESF Experience: Demonstrated experience preparing environmental E&S instruments (ESMF, ESMP, ESCP) under the World Bank ESF or equivalent MDB safeguard standards; prior World Bank project experience in South Asia is strongly preferred.
- Thematic Expertise: Demonstrated expertise in at least two of: hazardous materials management (asbestos/lead paint), construction environmental management, disaster risk reduction, and pollution prevention.
- Sector Experience: Experience in the education sector or public infrastructure/civil works involving school construction, retrofitting, or rehabilitation is a significant advantage.
- Country/Regional Experience. Prior experience working in Nepal or the South Asia region; familiarity with Nepal's legal, regulatory, and institutional environmental framework is highly desirable.
- Language: Proficiency in written and spoken English is required; proficiency in Nepali is a strong advantage.
- No conflict of interest with any current or anticipated bidder, contractor, or consultant under the Project (see Section 9).

8. Selection Method

The Individual Consultant shall be selected on the basis of qualifications and experience, following the Open – National market approach as approved in the Procurement Plan. The selection will be based in accordance with Individual Consultant Selection method, set out in the World Bank's Procurement Regulations for IPF Borrowers dated September 2025, as specified in Section 1.02(j) of the Grant Agreement.

9. Code of Conduct and Conflict of Interest

- The Consultant shall not have been involved in decisions on school site selection, land acquisition, or contractor selection in a manner that would create a conflict with their role in preparing environmental safeguards instruments for the same activities.
- The Consultant shall sign DOE/PIU's Code of Conduct declaration prior to contract signing, and shall disclose any actual or potential conflict of interest without delay.
- The Consultant shall maintain confidentiality of sensitive project information in line with data protection good practice.
- The Consultant shall observe the World Bank's Anti-Corruption Guidelines ("Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants", dated October 15, 2006, revised in January 2011 and as of July 1, 2016), which apply to this Grant as specified in Section 1.02(a) of the Grant Agreement.

10. Facilities to be Provided by DOE/PIU

- Office space (except IT equipment) and access to relevant project documents, systems, and key DOE/PIU and Bank counterparts.

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