

Department of Water Supply and Sewerage Management (DWSSM)  
Water Sector Governance and Infrastructure Support Project (WaSGISP)  
Project Management Unit (PMU)

**Invitation for Expression of Interest (EOI)**

**Individual Consultant**

**First Date of Publication: 28 April 2026**

1. The Government of Nepal (GoN) has received financing from the International Development Association towards the cost of the Water Sector Governance and Infrastructure Support Project (WaSGISP). The project aims to strengthen institutional capacity for service delivery under federalism and improve inclusive WASH services in selected municipalities of Karnali and Sudurpashchim Provinces. A portion of the proceeds will be used to engage an Individual Consultant for third-party monitoring of Environmental and Social Management Framework (ESMF) implementation.
2. The Project Management Unit (PMU), Water Sector Governance Infrastructure Project invites Expression of Interest (EOI) from eligible Individual Consultants for the following position:

<b>S. No.</b>	<b>Position</b>	<b>Type</b>	<b>Number</b>	<b>Required Person-Days</b>
1	Environmental Management Specialist (Third Party Monitoring)	National	1	42 days (Intermittent over 3 months)
2	Social Development (GESI & Resettlement) Specialist (Third Party Monitoring)	National	1	42 days (Intermittent over 3 months)

3. The consultant will be responsible for independent external monitoring of ESMF implementation, verification of environmental and social compliance, assessment of institutional capacity, review of E&S instruments, stakeholder consultations, and preparation of monitoring reports in line with World Bank Environmental and Social Framework (ESF) requirements.
4. Interested Individual Consultants must provide details of relevant experience, including similar assignments carried out within the last ten years, along with qualifications and supporting documents. The detailed Terms of Reference (TOR) can be obtained from the PMU or downloaded from the official website of WASGISP(<https://wasgisp.dwssm.gov.np/>).
5. The assignment is expected to commence in May 2026 and will be carried out over a period of three months on an intermittent basis. Selection will be carried out in accordance with the World Bank's Procurement Regulations for IPF Borrowers.

6. Interested consultants may submit their Expression of Interest no later than **17:00 hours (local time) on 5 May, 2026**.
7. Only shortlisted candidates will be invited to submit technical and financial proposals and/or for contract negotiation.
8. Further information can be obtained from the address below during office hours.

**Address:**

Project Management Unit (PMU)

Department of Water Supply and Sewerage Management (DWSSM)

Panipokhari, Kathmandu, Nepal

Telephone: +977-1-4513280 Email: wasgispnepal@gmail.com

9. The PMU reserves the right to reject any or all EOIs at any stage without assigning any reason whatsoever and without incurring any liability to the applicants.



Government of Nepal  
Ministry of Water Supply  
Department of Water Supply and Sewerage Management  
**Water Sector Governance & Infrastructure Support Project**  
**Project Management Unit**



Ref. No.: 305 | Governance | 2082-83

## Amendment Notice

(Regarding REOI Published on 28 April 2026)

This is to notify all concerned that an amendment has been made to the Request for Expression of Interest (REOI) for the selection of Individual Consultant (**Environment Management Specialist for Third Party Monitoring**).

### Amended Clause: Item No. 4

The existing Item No. 4 of the REOI is hereby replaced with the following:

- Interested Individual Consultants must provide CV with details of General Qualification, relevant experience, Regional Knowledge as per TOR. The detailed Terms of Reference (TOR) can be obtained from the PMU or downloaded from the official website of WASGISP(<https://wasgisp.dwssm.gov.np/>).

### Amended Clause: Item No. 7

The existing Item No. 7 of the REOI is hereby replaced with the following:

- Only top ranked candidate will be invited for financial negotiation.



**Terms of Reference**  
**For**  
**Environment Management Specialist for**  
**Third Party Monitoring of Environmental and Social**  
**Management Framework (ESMF) Implementation**  
*Of*  
**Water Sector Governance and Infrastructure Support Project**  
**(WaSGISP)**  
**World Bank Assistance to Government of Nepal**

**Department of Water Supply and Sewerage Management**  
**Water Sector Governance and Infrastructure Support Project (WaSGISP)**  
**Project Management Unit (PMU)**  
**Panipokhari; Kathmandu, Nepal**

**April, 2026**



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## Abbreviations

CIA	Cumulative Impact Assessment
DWSSM	Department of Water Supply and Sewerage Management
EA	Environmental Assessment
EHS	Environment, Health, and Safety
EHSG	Environment, Health, and Safety Group
EIA	Environment Impact Assessment
EPA	Environment Protection Act
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FPIC	Free, Prior and Informed Consent
FPSC	Federal-level Project Steering Committee (FPSC)
GBV	Gender-based Violence
GDF	Gender Development Framework
GDP	Gender Development Plan
GoN	Government of Nepal
GRM	Grievance Redress Mechanism
IDA	International Development Association
IEE	Initial Environmental Examination
IPP	Indigenous Peoples Plan
IPPF	Indigenous Peoples Planning Framework
LMP	Labor Management Procedures
MWSS	Ministry of Water Supply and Sanitation
WaSGISP	Water Sector Governance and Infrastructure Support Project
OHS	Occupational Health and Safety
O&M	Operation and Maintenance
PIM	Project Implementation Manual



PSC	Project Steering Committee
RAP	Resettlement Action Plan
RF	Resettlement Framework
SA	Social Assessment
SEA	Sexual Exploitation and Abuse
SECF	Stakeholder Engagement and Consultation Framework
SESA	Strategic Environmental and Social Assessment
SH	Sexual Harassment
ToR	Terms of Reference
TPM	Third Party Monitoring
VCDF	Vulnerable Community Development Framework
VCDP	Vulnerable Community Development Plan
WASH	Water, Sanitation and Hygiene
WB	World Bank
WBG	World Bank Group
WSS	Water Supply and Sanitation
WSUC	Water Supply and Sanitation User Committee



## **I- Background**

The Water Sector Governance and Infrastructure Support Project (WaSGISP), initiated in 2022 as a pilot project for federalism in the water sector, aims to strengthen institutional capacity for service delivery under federalism and to improved inclusive WASH services under a Municipality-wide model compared to the current fragmented WSUC-dominated model.

The WaSGISP comprises four interconnected components:

- Component 1: Improving sector governance and institutional capacity, and project management.
- Component 2: Water Supply and sanitation infrastructure.

For implementation of the project, the Government of Nepal (GoN) (Ministry of Water Supply (MoWS) as an executing agency and the Department of Water Supply and Sewerage Management (DWSSM) / Participating Municipalities as implementing agencies) and the International Development Association (IDA) have signed an 70 million USD financing agreement for Water Sector Governance and Infrastructure Support Project (WaSGISP).

This project is operational across Karnali and Sudurpashchim provinces, within Karnali Province, interventions will center on enhancing water services in Birendranagar Municipality and Sharadanagar Municipality. Similarly, Sudurpaschim Province will experience project initiatives in Dipayal Silgadhi Municipality, as well as Bardagoria, Joshipur, and Janaki Gaonpalikas (Rural Maunicipalities) within Kailali District. The Project duration is six years with a closing date of 15<sup>th</sup> July 2028.



## II- Purpose of the assignment

Project Implementation Manual (PIM) of WaSGISP project has been prepared and in operation, which states that an independent external ESMF monitoring will be conducted thrice during project implementation – after first year of implementation, at mid-term and during the final year of project implementation - to ensure that all E&S issues are being properly addressed and that mitigation measures are being implemented as envisaged by the ESMF and all documents stemming from ESMF. Due to delays in project implementation, the first external ESMF monitoring will commence around the mid-term stage; however, the project will still undertake three distinct rounds of independent external monitoring, namely at mid-term, a subsequent interim stage, and during the final year of project implementation. The external ESMF monitoring will check the compliance with environmental and social instruments prepared for the project but will also be able to identify and recommend any amendments to the approach embodied in this ESMF to improve its effectiveness. The ToR provides a framework for engaging External (Third Party) Monitoring to ensure compliance with ESMF requirements and overall designed environmental and social risk management approach developed for the Project. This ToR ensures that independent monitoring is conducted rigorously and transparently, contributing to the overall effectiveness of the ESMF.

The external monitoring will be done by an independent body procured by the PMU, external to the project, who is neither a beneficiary nor part of the project management and implementation structure. The external monitoring will validate and check the internal, project level monitoring systems. It will also ensure that the project's GRM system to address complaints is functioning effectively. Some site visits will be required by the external monitors to determine the situation on the ground and to check on the measures that have been applied.

More specifically the main objectives of the external (third party) monitoring are to:

- Ensure that WaSGIP E&S issues are being properly addressed and that mitigation measures are being implemented as envisaged by the ESMF and site-specific E&S instruments.



- Ensure that ESMF, ESMPs, ESCP commitments and contract-specific C-ESMPs are prepared, approved, disclosed, and implemented as required, with mitigation and monitoring measures active at sites;
- Identify and recommend any amendments to the approach embodied in the ESMF and site-specific E&S instrument(s) to improve its effectiveness
- Validate and check the internal, project level monitoring systems including the Contractor’s monitoring system.
- Check and validate implementation of traffic and community health and safety measures, emergency preparedness, water abstraction losses and confirm well handling of waste, sludge, and hazardous materials
- Confirm biodiversity management measures in ESMPs, clearance permitting (e.g., forest land and tree felling), site protection and restoration and avoidance/minimization measures at sensitive receptors.
- In light of the project’s current Environmental and Social (E&S) performance rating and outstanding actions identified during recent implementation support missions, the External (Third Party) Monitoring shall place enhanced emphasis on verifying corrective actions, institutional accountability, and time-bound compliance. The monitoring shall not only assess procedural compliance but also evaluate functional effectiveness, adequacy of staffing, behavioural compliance by contractors, and accessibility of project systems—particularly the Grievance Redress Mechanism (GRM)—for vulnerable and disadvantaged groups.

The external monitoring reports will be shared with the World Bank through PMU. E&S regular monitoring reports during the project implementation will provide information on key environmental and social aspects of the project activities and on the effectiveness of ESMF and ESMPs. Such information acquired through both internal and external monitoring will allow the PMU and the World Bank to evaluate the success of measures to mitigate adverse impacts within the project and allow corrective actions to be identified and taken.



### III- Scope of Work

#### **Task 1: External Monitoring of Environment and Social Management Framework (ESMF) Implementation**

External Monitoring of ESMF Implementation will require;

##### **1.1- Review of relevant legal, policies and documents**

As an integrated part of overall scope of work, the Environment Management Specialist will review all environmental and social policies, acts, regulations, guidelines, and standards as well as environmental and social provisions scattered in many different legislations and government directives that are relevant to the proposed project and activities. The specialist shall also review the Environmental and Social Management Framework (ESMF) of WaSGISP along with all the relevant World Bank's Environmental and Social Standards (ESSs) and applicable national environment and social legal requirements and identify the specific provisions, obligation and compliance requirements to be fulfilled during project implementation.

##### **1.2- Review of existing environmental and social management practices**

The environment specialist shall review the existing environmental and social procedures and management practices adopted by the institutions involved in the proposed project, including DWSSM/PMU, provincial and municipal governments, MWAWSH Units, PIUs, consultants (PST/MST), and contractors. Focusing on the implementing institutions, the individual shall critically assess the extent to which existing national environmental and social provisions are applied to activities similar to those proposed under the project, and evaluate the effectiveness of their implementation. Based on this review, the specialist shall identify any additional measures or provisions required and recommend actions to strengthen environmental and social management during project implementation.

##### **1.3- Institutional and Capacity Assessment**

Based on the scale of the sub-projects, site visits, and a review of existing environmental and social (E&S) management practices, the specialist shall assess the institutional and



governance structures and mechanisms of the institutions involved, including MWSS, DWSSM, provincial and municipal governments, MWAWSH Units, consultants (PST/MST), and contractors (once works commence). The individual shall evaluate each institution's capacity, including roles and responsibilities, as well as the availability of human and financial resources for E&S management. The findings shall inform the design of capacity-strengthening measures and plans, and lead to recommendations for improving and streamlining environmental and social management and due diligence across the respective institutions. He/she shall review and validate the adequacy and effectiveness of the training and capacity-building activities conducted, or planned to be conducted, for environmental and social management during project implementation.

Beyond reviewing training delivery, the specialist shall assess whether training and refresher programs have resulted in measurable improvements in compliance and field practices. This includes evaluating staff understanding of ESF requirements, M-WASH, GBV/SEA-SH risk management, and monitoring tools. Recommendations shall include a prioritized training plan with frequency and target groups.

The specialist shall systematically verify the adequacy, continuity, and deployment of Environmental and Social staff across all project implementation levels, including PMU, PIUs, Provincial Support Teams (PSTs), Municipal Support Teams (MSTs), and contractors. This shall include:

- Verification of approved/agreed versus actual E&S staffing positions, including environmental specialists, social specialists, gender/SEA-SH specialists, and social mobilizers;
- Assessment of staff presence and effectiveness at field level, particularly at active construction sites;
- Identification of gaps, turnover risks, and workload constraints affecting E&S performance; and
- Validation of compliance with agreed staffing commitments and timelines.

The monitoring report shall include a staffing compliance matrix identifying gaps, responsible entities, and recommended time-bound corrective actions.



#### **1.4- Stakeholder analysis and public consultation**

The individual will review the stakeholder’s analysis with respect to the project and identify relative strengths and weakness of the institutions involved in terms of managing and engaging project stakeholders throughout the project lifecycle. The stakeholder analysis that includes identification, categorization of the project stakeholders and development of engagement strategies, policy review, and capacity assessment together form the basis for developing institutional mechanism for environmental and social management in the proposed project.

#### **1.5- Visit to the participating municipality**

The Environment Management Specialist (EMS) shall visit the participating municipalities for consultations, collect relevant information and data at both the municipal, and sub-project sites. The individual will be responsible for external monitoring of ESMF and ESMP implementation focusing on principles, rules, and detailed procedures to screen, assess, manage, and monitor the mitigation measures of environmental and social impacts. The ESMF outlines measures and plans to avoid, minimize, mitigate, or offset adverse impacts, enhance positive impacts, and provides guidance on estimating and budgeting for these measures, as well as identifying the agencies responsible for managing project and sub-project impacts. The specialist shall assess whether the ESMF and ESMP has been properly implemented during project execution, including environmental and social screening and the preparation of other relevant Environmental and Social Risk Management documents and plans. Additionally, the consultant(s) shall evaluate whether the procedures, processes, and mechanisms for integrating adequate environmental and social considerations at each stage of the sub-project cycle have been followed.

#### **1.6- ESMF Monitoring mechanism and regular reporting mechanism**

As a part of the scope of work, the specialist will check the ESMF monitoring and reporting mechanism. This should be consistent with the overall project monitoring system and framework and will clearly define federal, provincial, and local-level environmental and social monitoring roles and feedback system, external checks on overall compliance to ESMF, as well as a regular monitoring and reporting mechanism by the implementing



agencies including the PMU and PIU. This mechanism should also include the construction management framework / plan to facilitate and monitor the compliance of the contractor and define contractor's responsibility for environmental and social compliance as per ESMP.

In addition, the individual will review the progress reports being prepared to ensure that these meet the specifications of the ESMF. The expert shall make recommendations to improve the reporting regime where necessary.

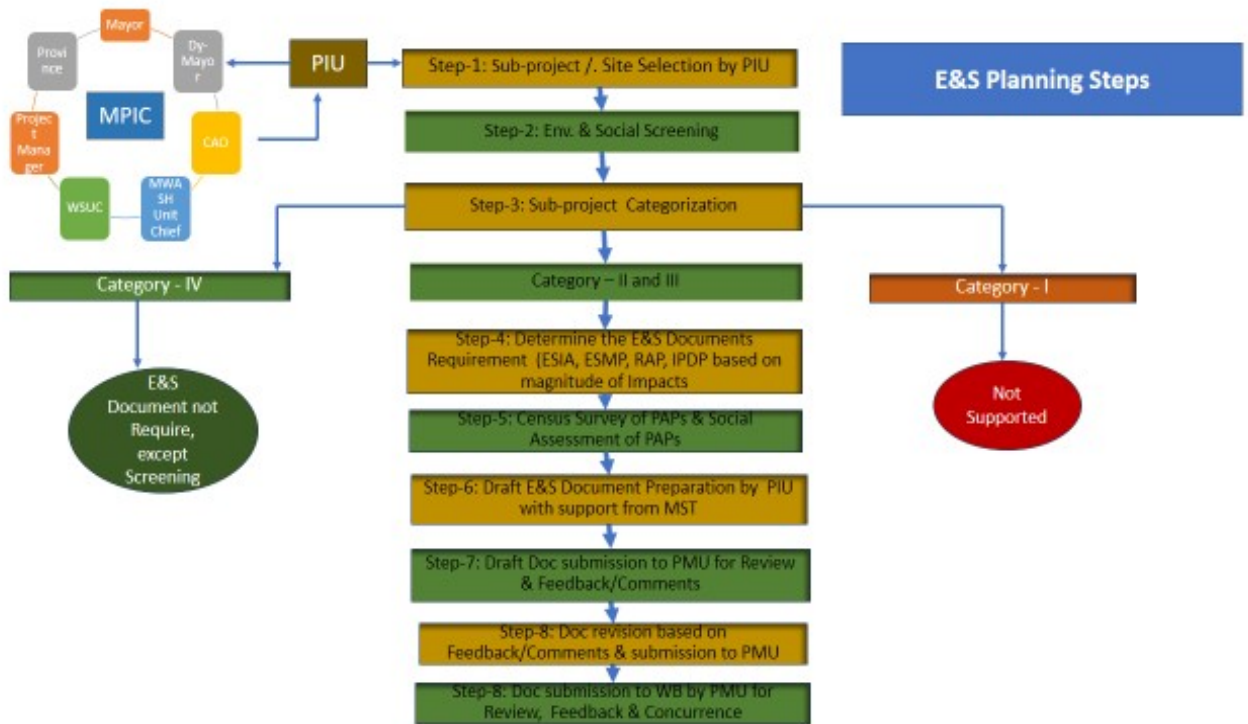
### **1.7- ESMF implementation evaluation**

The individual shall review the overall implementation of the ESMF to assess its effectiveness in mitigating potential adverse environmental and social impacts and ensuring compliance with World Bank policies and applicable national laws.

### **Task 2: Assessment and verification of Environmental and Social Risk Management Documents/Instrument preparation and implementation status**

The specialist will assess and verify whether a complete set of specific environmental and social risk management documents / instruments are prepared and implemented for identified sub-projects and how well are these aligned with the guidelines and scope of work established in the ESMF and as per national requirement. The documents include Environmental and Social Screening, ESIA and/or ESMP depending upon the level of impact, subsequent environment management plans such as Screening and Scoping reports, Biodiversity Management Plan (BMP), Waste management and pollution control, Cumulative Impact Assessment (CIA), CESMPS etc, as required. The Environmental and Social Risk Management documents preparation procedure and steps to be followed are illustrated in Figure-1.

**Figure-1: Environmental and Social Risk Management Document preparation procedure and Steps**



The specialist will comprehensively review, monitor, and verify the Environmental and Social Management planning process, the preparation of related instruments/documents, and their implementation status, in order to identify strengths and gaps and provide recommendations for the effective implementation of the ESMF. The review, monitoring, and verification will primarily focus on the following Environmental and Social management documents to assess whether they have been prepared and implemented in accordance with the World Bank ESF, national requirement and the ESMF of the WaSGISP project.

### 2.1- Environmental and Social Screening

The individual shall review the Environmental and Social (E&S) screening documents to verify whether the sub-projects have been properly screened. E&S screening is a critical step for sub-project categorization and selection, as it helps identify potential social risks, impacts, and concerns, and determines the type of safeguard instruments required for each sub-project.



The specialist will examine the E&S screening process and documents in order to ensure that eligibility of the activities/sub-projects against the exclusion list were considered, environmental and social risk and impacts were preliminary assessed, sub-projects category is assigned in line with ESMF, and specific E&S instruments/plans are determined and prepared to meet the E&S standards of the World Bank.

### **2.2- Environmental and Social Codes of Practices**

Examine whether the Environmental and Social Code of Practice are prepared as per sub-project requirement and their implementation status during construction. Review the good practices and bad practices (do and do not do) for the different type of activities/ subprojects.

### **2.3- Environmental and Social Impact Assessment (ESIA)**

The expert will check whether ESIA has been prepared as determined by the sub-project screening findings focusing on significant E&S issues. The individual will also review the process followed for ESIA preparation and its implementation status.

### **2.4- Environmental and Social Management Plan (ESMP)**

The Environment Management Specialist will be responsible for assessing whether ESMP is prepared for sub-project as determine by the E&S screening. He/she will also review the process followed for the ESMP preparation and its implementation status to ensure that the site-specific mitigation, monitoring, and institutional measures are taken during implementation and operation phase to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels.

### **2.5- Environment Assessment Reports (BES, IEE, EIA)**

The individual will be required to examine whether the Environmental Management documents are prepared as deemed in the Government of Nepal EPA as per the requirement of the sub-project as well as verify the implementation status of prepared documents. The EPA obliges to prepare environment assessment report on prescribed format. As per sub-project requirement, the consultant (MST) will prepare environment assessment report, on



behalf of the Proponent in accordance to the Rule 7 and will submit for its approval as per Rule 8 of the EPR.

## **2.6- Proposed Strategy for Information Disclosure**

The environment management specialist shall ensure that all relevant environmental and social (E&S) documents of the project, including the ESMF, ESMP, ESIA, IEE, RFP, SEP, and ESCP are publicly disclosed and made accessible to all stakeholders. In accordance with the mandatory requirements of the World Bank Environmental and Social Framework (ESF), certain project documents such as the Executive Summaries of the approved ESMP, ESIA, and IEE shall be disclosed in the Nepali language. Disclosure of information will be carried out through multiple channels, including face-to-face and virtual consultations with stakeholders, distribution of hard copies, posters, leaflets, and brochures, as well as through social media platforms and the websites of DWSSM and the project.

Moreover, the municipality office will serve as the project level information sharing point during implementation and will disseminate all the documents related to the project activities. Based on the public information disclosure policy, the municipality will unveil the information through its website

## **2.7- Safety, Health and Environmental (SHE) Plan**

As a part of scope of work, the individual will examine Safety, Health and Environmental (SHE) Plan covering various construction activities, health of workers/laborers to be submitted by contractor for each activity. This plan should include evacuation plan, emergency management and response plan. In addition, he/she will be required to assess the Contractor's performance on Environmental and OHS compliance and capacity.

Particular emphasis shall be placed on public safety and community risk management, including site demarcation, barricading, signage, trench safety, traffic management, and protection of pedestrians and nearby households. The specialist shall document systemic or recurring safety gaps and assess enforcement effectiveness by supervising engineers and PIUs.



## **2.8- Environmental Management Action Plan (EMAP) and Contractor’s Site Specific Environment & Social Management Plan (C-ESMP)**

The specialist will review the Environmental Management Action Plan (EMAP) submitted by contractor and check adequacy as per the ESMP for sub- project. This EMAP should be amendable and can be updated time to time. The individual shall also ensure the preparation and effective implementation of supplementary environmental and social (E&S) instruments, including the Contractor’s Site-Specific Environmental and Social Management Plan (SS-ESMP) and Occupational Health and Safety (OHS) Plan including other E&S plans as necessitated by the ESMP or ESIA. These plans are

intended to ensure that construction activities are undertaken in a safe, environmentally sound, socially responsible, and legally compliant manner, thereby protecting workers, local communities, and the project while facilitating timely and sustainable project implementation.

The specialist shall verify whether Contractors (already in place) have prepared and implemented C-ESMPs, and whether these documents have been reviewed and approved by MST/PST in a timely manner. Delays in preparation, review, or approval shall be flagged as non-compliance. The monitoring shall also assess whether C-ESMP provisions are actively implemented at site level rather than remaining procedural documents.

## **IV- Deliverables**

This assignment is expected to commence in May, **2026** and the first TPM will be completed with three months after commencement. Similarly, two more TPMs will be carried out within project duration through separate procurement. The External (Third Party) Monitoring Consultant shall produce a defined set of deliverables that enable the PMU and the World Bank to (i) verify compliance with the Environmental and Social Management Framework (ESMF), (ii) assess effectiveness of environmental and social risk management systems, (iii) track corrective actions over time, and (iv) support timely management decision-making and escalation where required.

All deliverables shall be submitted in **English**. Executive summaries and selected sections intended for public disclosure shall also be provided in **Nepali**, as required under the ESMF



and ESF. Draft reports shall be submitted to the PMU for review and comment, and final reports shall incorporate consolidated comments from the PMU and the World Bank.

All monitoring outputs shall be **evidence-based**, drawing on document review, field inspections, interviews, stakeholder consultations, photographs, and structured compliance checklists.

#### **4.1 Inception Report**

To confirm the individual's understanding of the assignment and establish an agreed monitoring methodology, work plan, and reporting framework prior to full implementation.

**Timeline: Within 10 days of contract signing / mobilization**

##### **Minimum Contents**

The Inception Report shall include, at a minimum:

- Understanding of WaSGISP, its ESMF, ESCP commitments, and key E&S risks;
- Detailed monitoring methodology aligned with national requirements and the World Bank ESF;
- Site selection and sampling approach, including criteria for prioritizing high-risk sub-projects on less compliant sites;
- Detailed work plan and schedule for all monitoring rounds;
- Staffing plan and deployment schedule (roles, responsibilities, level of effort);
- Stakeholder engagement and consultation approach, including engagement with vulnerable groups;
- Proposed report structure, formats, and compliance tracking tools, including templates for corrective action tracking, GRM performance reporting, and contractor compliance scoring.



## 4.2 ESMF Implementation Monitoring and Verification Report

**ESMF Implementation Monitoring and Verification Report** shall be prepared over the duration of the assignment. The report constitutes the **primary deliverables** of the consultancy. The report shall assess:

- Compliance with ESMF, ESCP, site-specific E&S instruments, and contractual requirements; and
- Functional effectiveness of institutional arrangements, staffing, supervision, and contractor performance.

The specialist shall, in close coordination with the Social Specialist, submit a single consolidated monitoring report covering both environmental and social aspects, integrating the findings of both specialists in accordance with their respective Terms of Reference.

### **Mandatory Content Applicable to the Monitoring Report**

External Monitoring Report **shall include the following mandatory sections and tools:**

#### **1. Corrective Action Tracking Table**

A consolidated table summarizing:

- Outstanding issues from previous World Bank missions and earlier monitoring rounds;
- Agreed corrective actions, responsible parties, and deadlines;
- Current implementation status (completed / ongoing / delayed / not initiated).

#### **2. GRM Performance Dashboard**

A structured dashboard presenting:

- Number and type of grievances received (community, worker, SEA/SH);
- Resolution status and average resolution time;
- Functionality of worker-specific and SEA/SH grievance mechanisms;
- Use of survivor-centered referral pathways for SEA/SH cases (without disclosure of personal data).

#### **3. Contractor Compliance Scorecard**

A comparative assessment of contractors covering:

- Preparation, approval, and implementation of C-ESMPs;
- Occupational Health and Safety (OHS) compliance;

- Labor management (worker contracts, Codes of Conduct, records);
- Site safety and community protection measures.

#### 4. Risk-Based Prioritization of Non-Compliance

Clear identification and prioritization of:

- High-risk and time-critical non-compliances requiring immediate action;
- Recurrent or systemic issues observed across sites or institutions.

#### 5. Escalation and Management Attention Flags

Major and persistent non-compliance, or repeated failure to implement agreed corrective actions, shall be **explicitly flagged as systemic risks to project E&S performance**. Such issues shall be clearly highlighted as potentially warranting escalation to senior management of implementing agencies and the World Bank.

### 4.2.1 ESMF Implementation Monitoring and Verification Report

**Timing:** Within **3 months after mobilization**

#### **Focus**

- Baseline assessment of ESMF implementation and institutional readiness;
- Verification of E&S staffing, deployment, and field presence;
- Review of preparation and implementation status of E&S instruments;
- Assessment of GRM establishment, dissemination, and accessibility;
- Contractor compliance with labor, OHS, and site safety requirements.

### 4.3 Management Summary Report (Standalone Deliverable)

In addition to the full monitoring reports, the consultant shall prepare a **concise Management Summary Report**.

**Purpose:** To support rapid decision-making by senior management of the PMU, implementing agencies, and the World Bank.

#### **Contents**

- Key E&S performance ratings and trends;
- Top priority risks and non-compliances;
- Status of critical corrective actions;
- Issues requiring escalation or management intervention.

This report shall be limited to 4 pages and shall not replace the full monitoring report.

#### 4.4 Documentation of Stakeholder Consultations (Annex to Report)

Each monitoring report shall include annexes documenting stakeholder engagement activities, including:

- Objectives and key discussion points;
- List of participants (disaggregated by gender and stakeholder category);
- Photographic evidence of consultations and site visits;
- Summary of how stakeholder feedback informed findings and recommendations.

#### 4.5 Summary Table of Inputs and Deliverables

Sr. No.	Deliverable	Input Days	Timeline (Cumulative Months)
1.	Document Review and Inception Report	5	Within 10 days of mobilization
2.	Field Visit and Consultation	18	Within 5 weeks of mobilization
3.	Draft ESMF Implementation Monitoring & Verification Report and Management Summary	14	Within 9 weeks of mobilization
4.	Final ESMF Implementation Monitoring & Verification Report and Management Summary	5	Within 12 weeks of mobilization
	<b>Total</b>	<b>42 days</b>	

#### V- Environment Management Specialist qualification requirements and suggestive structure

- The Specialist should have demonstrable relevant experience, technical expertise and knowledge of working in World Bank and other donor funded projects in the urban infrastructure development sector focusing on core municipal services (drinking water supply, urban waste water management, municipal solid waste management, storm

water drainage etc.) in terms of application of the World Bank's environmental and social risk management standards. He/She should have experience working with local communities on resettlement and livelihood issues, conducting environment and social risk management screening as per the World Bank's environmental and social standards, preparing, implementing and monitoring the necessary E&S instruments, impact assessment studies in urban areas including WASH infrastructures.

- Previous experience in similar geographic (including areas with high risk of natural disasters such as earthquakes, landslides, floods etc), socio-economic, demographic, and environmental context of the region would be an important advantage.
- An understanding of Nepal's institutional governance, policy, and regulatory context in terms of evolving federal government structure, existing/applicable environmental and social standards/policies/procedures/guidelines, socio-economic profile, geographic and demographic variations, and context specific challenges is desirable.
- The individual must demonstrate knowledge and experience in the field of environmental and social safeguards, pollution, disaster risk management, social development, resettlement and rehabilitation, gender assessment and gender mainstreaming, citizen engagement and stakeholder engagement, community mobilization, vulnerable community development issues .

**Table 2: Details of Required Qualifications of the Key Professional Staff**

Key Professional Staff	Number	Qualifications
<b>Environment Management Specialist (EMS)</b>	1	<p>a. Master's degree or equivalent in environmental science, environmental engineering, environmental management, or other related discipline.</p> <p>b. At least 10 years of experience on environmental impact assessment and/or environmental management aspects of development projects including water supply and sanitation projects.</p> <p>c. Experience in preparing, implementing and</p>

Key Professional Staff	Number	Qualifications
		<p>monitoring environmental management framework, environmental assessments and environmental management plans, environmental supervision, and monitoring, including experience with two or more World Bank or other donor funded projects.</p> <p>d. Full knowledge of the World Bank’s ESF, ESSs, WBG EHS Guidelines, operational policies/directives, guidelines, and procedures related to environmental and social assessment and management is essential.</p> <p>e. Prior experience in similar field is strongly desirable.</p>

**VI- Terms of the Contract**

The input of the individual service shall be about 42 person days within the period of 3 months in an intermittent basis. The services will start tentatively from May, 2026.

**The Environment Management Specialist will be responsible for the following:**

1. Field visits and public consultation: Visit to project sites, for understanding the key environmental and social issues implementation. The specialist will be required to undertake field-visits as per the project requirements and the PMU officials/the Bank staff may partially join with the assigned individual during the field visit, if required.
2. The individual will assist PMU, MWSS and the participating municipalities in WaSGISP in implementation and monitoring process of ESMF, relevant ESIA/ESMPs and other E&S management instruments /documents/plans in compliance with the ESS of the World Bank and national requirement.
3. The specialist is required to review and verify the documents related to environmental and social assessment, details of stakeholder consultation, engagement, and Grievance Redress Mechanism arrangement and ensure the environmental and social safeguard



compliance monitoring has been done and reported as per National regulations and the World Bank requirement.

4. The specialist will work under the overall supervision of the PMU / DWSSM, and the agencies will facilitate the consultant(s) in contacting the municipalities, local administration in the areas and accessing information and data needed to carry out the assessment. He/She will submit ESMF monitoring report to the Bank through PMU to determine their acceptability. The individual shall be able to communicate with the Bank to request clarifications, etc. if necessary.
5. The specialist will report to the Project Director of PMU, DWSSM. The Project Director on periodic basis shall review the work and performance of the individual.
6. The Specialist shall systematically track outstanding environmental and social corrective actions arising from previous monitoring rounds, World Bank missions, and internal project reviews. This shall include verification of implementation status, identification of delays or non-compliance, and preparation of time-bound recommendations for corrective measures, clearly assigning responsibilities to the concerned implementing agencies and contractors.
7. The Specialist shall verify the adequacy, deployment, and continuity of environmental and social staffing across PMU, PIUs, PSTs, MSTs, and contractors, including the presence of designated focal persons for labor, OHS, and SEA/SH-related issues. Gaps in staffing, capacity, or field presence shall be documented and flagged as implementation risks.
8. The Specialist shall assess contractor compliance with environmental and social obligations, including preparation and implementation of C-ESMPs, labor management procedures, Codes of Conduct, occupational health and safety measures, site demarcation, community safety, and worker welfare facilities. Persistent or high-risk non-compliance shall be clearly highlighted in monitoring reports.
9. The Specialist shall ensure that all findings and recommendations are supported by verifiable evidence, including site observations, photographs, consultation records, document reviews, and structured checklists. All monitoring outputs shall be prepared in a clear, actionable manner suitable for management decision-making.

**The Client will provide the following services to the Specialist**



- All relevant documents related to the specific project; and relevant background documentation and studies.
- Making all necessary arrangements for supporting the work of the specialist i.e., facilitating access to government authorities and other project stakeholders.
- After the individual is on board, the PMU/PIU will facilitate to organize consultation and discussion with the stakeholders of the participating municipalities of WaSGISP along with PST/MST and the specialist will involve in preparation of the monitoring report of the project.
- The client will facilitate in coordination, interactions and sharing of data/information and findings between safeguard team of PST and MST.
- Timely access to sites, contractors, supervision consultants, and project records necessary for independent verification of E&S performance.
- Facilitation of meetings with contractors and PIU staff to discuss findings, corrective actions, and implementation constraints.
- Support in convening follow-up discussions on high-risk or persistent E&S issues requiring management attention.
- Provision of updated information on World Bank mission findings, agreed action plans, and compliance timelines to support effective monitoring and follow-up.
- On drafts report produced by the specialist, PMU will review and provide comments within 15 days of draft submission and after incorporation of comments send to the Bank for review and clearance.

### **Payment and Mode of Payment**

The mode of payment will be interim basis-first instalment of 15 % payment will be made upon submission of inception report, second instalment of 35 % after completion of field data collection and draft report submission, and final payment of 50 % shall be made upon the completion of the work with the submission of final report and approval by PMU and the WB.

### **Facilities and Support to be provided by the Client**

The PMU shall provide:

- Access to relevant project documents
- Facilitation for site visits



- Institutional coordination support
- Assistance in stakeholder engagement

All other logistics shall be arranged by the individual consultant him/herself

### **Ethical Standards and Confidentiality**

The specialist shall adhere to the highest ethical standards, maintain confidentiality of project information and avoid conflict of interest in accordance with World Bank guidelines.