

Sustainable Transition through Energy Efficiency in Moldova (STEEM Project)

Terms of Reference for Environmental and Occupational Health and Safety Specialist

1. General Context

The Sustainable Transition through Energy Efficiency Project in Moldova (STEEM Project) aims to enhance energy efficiency in existing public buildings and the district heating sector in Moldova, and provide immediate and effective response to an eligible crisis or emergency. The Project comprises the following Parts and activities:

Part 1. Energy Efficiency investment in Public Buildings

- 1.1. Carrying out energy efficiency renovations subprojects in Selected Education Facilities, including: (i) the implementation of Standard Energy Efficient Retrofit Measures, including thermal insulation of walls and roofs, the replacement of windows and doors, renovation of internal heating system, ventilation and air conditioning systems, and the replacement of lighting, using well-proven technologies and equipment for energy efficiency improvements in end-use application, (ii) the installation of heat pumps, solar thermal collectors and rooftop solar PV, and (iii) Ancillary Measures to ensure sustainability of the subprojects.
- 1.2. Improving the central District Heating heat supply in Prioritized Education Facilities and Public Administration Facilities through the installation of Individual Heat Substations (IHSs), including DH network upgrades and required reconfiguration of DH distribution pipelines for IHS installation at building site.
- 1.3. Supporting CNED with the initial operationalization of the Borrower's Sustainable Financing Mechanism for Energy Efficiency, including: (i) the provision of technical assistance for the carrying out of energy audits, preparation of detailed designs and technical specifications for energy efficiency improvements, technical reviews, and other technical studies, and (ii) the acquisition of IT Equipment for CNED.

Part 2. Implementation support and technical assistance

Strengthening the Borrower's implementation capacity, through *inter-alia*: (i) the provision of support for MEPIU Project management and coordination, including Operating Costs; (ii) capacity building of Relevant Entities; (iii) the development and operationalization of the GIS Information System and Database, and EE Information System for project management at CNED; (iv) the carrying out of Energy Audits, including monitoring and verification of results and detailed technical design studies for Selected Education Facilities (v) the development and implementation of a Capacity Building Program on energy efficiency for the Relevant Entities, including study tours and workshops, and (vi) the development and implementation of a Women in the Energy Sector Internship Program including the provision of onboarding training to the Eligible Interns, and the provision of an Internship Allowance to the Eligible Interns.

Part 3. Contingent Emergency Response

Provision of immediate response to an Eligible Crisis or Emergency, as needed.

The Project will benefit around 46,000 school-age youth, teachers and schools' support staff which will experience improved indoor comfort levels, lighting and indoor air quality in beneficiary schools. The Project will support the Government initiative of "Model Schools" which aims to target resources for selected schools across the country, offering high-quality education and subsistence conditions for pupils and school personnel, therefore improving educational outcomes and erasing barriers for access to education, by merging smaller schools in larger, highly performing schools, taking into account the geographical and urban/rural aspect.

In addition, private sector energy service companies (construction and design companies, energy auditors, equipment suppliers) will also benefit from the Project as it will build demand for their services, and will build their expertise and capacity.

Citizens, who use public services provided by the Government, can benefit from budgetary resources saved from energy bills that could be deployed to enhance other priority services. Broadly, general citizens (taxpayers) will also benefit from more efficient use of public budgets and climate mitigation efforts.

To implement the Project activities the Government of Moldova has entered into a Loan Agreement (no. 9696-MD) with the International Bank for Reconstruction and Development in the amount of 46,700,000 Euro (equivalent of USD 50,000,000) and a Grant Agreement (no. TF0C4723) with the International Bank for Reconstruction and Development and International Development Association, acting as administrator of the Moldova Growth, Resilience and Opportunities for Well-Being (M-Grow) Program Multi Donor Trust Fund, in the amount of USD 4,500,000.

The overall responsibility for Project implementation was attributed to the Ministry of Energy (MoE), the authority of the specialized central public administration responsible for promoting the state policy in the field of energy efficiency and use of renewable energy sources, which vested the day-to-day responsibilities under the Project in Moldova Energy Projects Implementation Unit (MEPIU), including the Project's administrative, procurement, disbursement, financial management, environmental and social requirements, monitoring & reporting responsibilities.

The Project will be implemented in the period January 2025 – June 2029.

2. Context of the assignment

The Project was prepared under the World Bank Environment and Social Framework (ESF). More information about the Project can be found on MEPIU official web site (www.mepiu.md).

To implement the ESF, MEPIU will hire an Environmental Specialist with deep expertise in Occupational Health and Safety (OHS) issues for the Project in line with World Bank Procurement Regulations for IPF Borrowers (Para. 7.32 Project Implementation Support Personnel).

The EOHS Specialist will be hired on a full – time basis Contract for the one (1) year period, with possibility of annual extensions until the end of the Project, subject to satisfactory performance.

The Specialist will report on EOHS implementation to the Project Coordinator and MEPIU Director.

The Specialist will be responsible to (i) ensure compliance with Environmental standards and Occupational Health and Safety requirements under ESF of the World Bank during Project implementation, and (ii) ensure implementation of IBRD ESF standards during Project implementation.

3. Scope of work

The scope of work outlined below is not exhaustive and is intended only to provide a broad description of the assignment. The Specialist will be required to take a lead in all EOHS management aspects under the STEEM Project.

Environmental management:

- a. Be responsible, together with STEEM Project Social Specialist, for the implementation of Project's Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF) and Stakeholders Engagement Plan (SEP) during the Project's life cycle
- b. Review and update, together with STEEM Project Social Specialist, the ESCP, ESMF and SEP documents when / as needed;
- c. Prepare, disclose and implement relevant site-specific instruments as indicated by the Project ESMF and WB ESSs requirements;
- d. Monitor the compliance of the implemented Project activities with Project-specific ESCP's requirements during the Project's life cycle
- e. Confirm that Contractors have all required permits to perform the works and installation activities before the Contracts' commencement;
- f. Apply for and obtain all environment permits for the commencement and commissioning of works. The status of all environment permits will be periodically reviewed and a status update will be included in the Project reports;
- g. Review comments and complaints from Project-affected parties on environmental impact issues and recommend feasible actions to be undertaken to solve the problems;
- h. Actively participate and/or organize and manage, together with STEEM Social Specialist, periodic sessions for public consultations on environmental impact issues related to the Project; facilitate stakeholder consultations and ensure effective communication and engagement with all relevant Project stakeholders, including vulnerable groups;
- i. Inspect the works carried out under the Project during the Defects Liability Period (DLP).

Occupational Health and Safety (OHS) management:

- a. Ensure that Occupational Health and Safety (OHS) requirements are implemented in accordance with ESCP, ESMF, SEP, World Bank General Environmental Health and Safety (EHS) Guidelines, ESS2 on Labor and Working Conditions and included in the Labor Management Procedures as applicable to the project, ILO Guidelines and other internationally accepted OHS requirements are incorporated in the Bidding Documents and Contractor's requirements for preparing and implementing the OHS Plans;

- a. Ensure development of the Labor Management Procedure (LMP) and Occupational Health and Safety Plan (OHSP) that defines OHS requirements during the design process with specific requirements for the construction stage, including emergency preparedness and response requirements with roles and responsibilities and planning actions for controlling emergencies, etc.;
- b. Ensure that the Contractors follow the OHS provisions as provided in the Contracts and the Employer's Labor Management Procedure during the execution of construction works and installation activities;
- c. Control development and implementation of a routine reporting for OHS program;
- d. Be responsible for the adequate preparation, review and implementation of Contractors' Occupational Health and Safety Plans, including incident notification and investigation procedure, Traffic Management Plan, Emergency Response Plan, firefighting plan, etc.;
- e. Ensure that Design, Supply and Installation Contractors, Implementation Support Consultant, Termoelectrica SA and MEPIU perform safety risk analysis prior to commencing any activities;
- f. Identify OHS risks related to Project activities, assess the identified risks and make appropriate recommendations to the Contractors to prevent or mitigate the identified risks;
- g. Oversee development and implementation by the Contractors of Method Statements;
- h. Verify that Contractors had taken suitable measures with regard to the OHS of its workers (provision of protective personal equipment (PPE), potable water, lodging, first aid kits, fire extinguishers), site safety, and accident prevention measures;
- i. Undertake frequent visits to Project sites /accompanying other team members and officials and help to identify and recommend remedial measures for enhancing health and safety performance of the Project.

General EOHS management:

- a. Perform all procedures and implement all E&S instruments described in ESMF for the Project, identify E&S impacts and potential OHS risks, develop and implement appropriate mitigation measures for Project activities; implement OHS management systems for all Project activities; prepare additional site-specific E&S plans (Environmental and Social Management Plans (ESMP), Waste Management Plans, Emergency Response Plans, etc.); (iv) Implement relevant monitoring measures to ensure the Project compliance with WB E&S Standards;
- b. Monitor and supervise the implementation of EOHS Plans and mitigation measures specified in the Employer's ESIA & ESMPs in order to assess Contractor's performance with respect to, but not limited, to soil compaction and soil restoration; landscape degradation; handling and storage of hazardous materials and wastes; soil and construction waste disposal; work camp/temporary yard operation and location; historic/cultural artifacts; trees etc. (both of the construction work force and the local community);
- c. Ensure compliance with applicable EOHS requirements specific for the planned activity under the Project, coordinate and receive permits and legal document from central and local public authorities;
- d. Notify and investigate incidents on/off-site; promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, and accidents that result in death, serious or multiple injury; provide sufficient details regarding the scope, severity, and possible causes

- of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate;
- e. Ensure that relevant EOHS requirements are included in the Bidding Documents for Plant Design, Supply and Installation Contracts (under Part 1.1 and 1.2 of the Project);
 - f. Evaluate the EOHS aspects reflected in the Bids and prepare written evaluation statements to be considered under the bid evaluation procedure;
 - g. Ensure efficient implementation of EOHS aspects under the STEEM Project by working in close cooperation with the Implementation Support Consultant (for the Plant Design, Supply and Installation Contracts under the Part 1.1 of the Project) and Termoelectrica SA (ensuring the technical supervision of Plant Design, Supply and Installation Contracts under the Part 1.2 of the Project). The Specialist will review and coordinate the periodic reports on technical supervision for the Design, Supply and Installation Contracts under the parts 1.1 and 1.2 of the Project, and will recommend appropriate measures to be implemented, where/when needed.
 - h. Prepare Progress Reports on the implementation EOHS aspects to WB (as required – distinct reports or as part of the general reporting on Project implementation progress);
 - i. Participate under the Works` Completion and Operational Acceptance procedures as member of the Reception Commission.
 - j. Participate under the WB Supervision Missions for the Project and provide the necessary support in organizing meetings, public consultations, discussions and site visits, as needed;
 - k. Structure and archive the documentation related to the EOHS aspects within the Project accordingly (in electronic format and on paper), in compliance with MEPIU Internal Regulations;
 - l. Other tasks assigned by the Project Coordinator and the MEPIU Director.

4. Required qualifications and experience

- a. University degree in environment or natural sciences, engineering or other relevant fields.
- b. Certified trainings in OHS.
- c. A minimum of five (5) years of professional experience in EOHS management in development projects financed by World Bank or other International Financing Institutions. Relevant experience in energy sector projects will be an advantage.
- d. Knowledge of National Environmental and OHS legislation and regulations, in particular: Law on Environmental Impact Assessment (1996); Law on OHS (2008); Law on Access to Information of public interest (2023) and other applicable ES laws related to energy efficiency systems. Be familiar with World Bank's Environmental and Social Framework (ESF), Environmental and Social Standards (ESS) and OHS Guidelines.
- e. Proven experience in conducting environmental and social impact assessments and developing ESMPs and managing OHS risks and implementing OHS management systems. Experience in Plants & DH networks, maintenance and operation, will be an advantage.
- f. Have practical experience in monitoring Contracts' implementation with focus on EOHS aspects.
- g. Fluency in Romanian and English.
- h. Computer Literacy: Conversant with Microsoft Office (Word, Excel, PowerPoint etc.).