



**Terms of Reference**  
**The hiring of Social Development Specialist**

**Project Context:**

The Government of Khyber Pakhtunkhwa (GoKP) is undertaking several initiatives to develop the tourism sector to employ it as a key driver of economic growth and job creation in the province. To create an enabling environment for the private sector to participate and develop the tourism value chain, the GoKP has entered into a partnership with the World Bank (WB) through an International Development Association (IDA) credit for the Khyber Pakhtunkhwa Integrated Tourism Development (KITE) Project. KITE is a \$70 million IDA credit that aims to create tourism-enabling infrastructure, enhance tourism assets, and strengthen destination management for sustainable tourism development in Khyber Pakhtunkhwa (KP).

**Objectives of Assignment:**

KITE Project PMU DoT is seeking to recruit a Social Development Specialist, who under the guidance of the Project Director, will ensure the preparation and implementation of project social safeguards instruments in accordance with applicable Government of Pakistan laws and World Bank Operational Policies.

**Scope of Work:**

The incumbent will perform the following functions for Project Management Unit (PMU) for Khyber Pakhtunkhwa Integrated Tourism Development Project (KITE) Department of Tourism (DoT):

- Serve as focal person for social safeguards and ensure compliance of social safeguards measures of PMU KITE DoT as stipulated in the Request for Proposals (RFP) Indigenous People Policy Framework (IPPF), Environment Social Management Framework (ESMF, and the respective Resettlement Action Plan (RAPs), Environmental Social Management Plans (ESMPs), and Indigenous People Plans (IPPs);



- Prepare, review and clear relevant safeguards documents such as RAPs, IPPs, and ESMPs in compliance with applicable World Bank policies, prior to the hiring of contractor/s and start of civil works.
- Conduct social risk and impact screening of all identified subprojects subject to social impact screening requirements.
- Ensure community interactions and activities with the Project Affected Persons (PAPs) and other stakeholders.
- Ensure effective functioning of the Project grievance redress mechanisms so that issues/grievances are resolved in a timely manner in accordance with GRM Notification and work as Secretary of the GRM DoT Committee.
- Support and maintain systems that are in place to ensure that social safeguards compliance requirements are properly managed, including compensation paid to PAPs for resettlement and rehabilitation.
- Will act and implement DoT GRM as per approved GRM mechanism of KITE Project and report its status Quarterly Progress Report (QPR).
- Support processes to ensure that social risks of all initiatives under the project are understood and mitigated and provide routine status updates.
- Maintain documentation of required compliance records, including preparation of Quarterly E&S Progress Reports in coordination with Sr. Environment Specialist.
- Develop and conduct trainings on social safeguards.
- Coordinate closely with the engineering team members and E&S Expert PMU C&W.
- Ensure that the approved milestones are achieved as per the agreed timelines.
- Keep the Project Director updated on the progress of activities and flag any related issues.

**Qualifications & Experience:**

- Master's degree in social sciences/ development studies/ Anthropology/ Sociology/ Environmental Sciences/ Gender/Women's Studies or other related field.
- At least seven (5) years of experience in social safeguards, community engagement, planning, implementation, and complaints resolution/grievance redress management.
- Knowledge of practices and cultures of communities affected by the project.
- Language Skills: Fluency in written and oral English, and Urdu.



- Ability to work independently on multiple tasks and willingness to travel extensively to project sites.
- Female applicants are encouraged to apply.

**Selection Method:**

Selection of the Individual Consultant will be made in accordance with the World Bank Procurement Regulations (Procurement in Investment Project Financing, Works, Non-Consulting and Consulting Services. July 2016 Revised November 2017 and August 2018).

**Reporting Obligations:**

The Social Specialist will report to the Project Director of the PMU KITE DoT. His/her performance will be reviewed on annual basis.

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