

**Philippine Rural Development Project  
Social and Environmental Safeguards**

**SOCIAL SAFEGUARDS OFFICER**

**TERMS OF REFERENCE**

The **Social Safeguards Officer** will ensure the compliance and implementation of Safeguards policy of the Project. Specifically, the Social Safeguards Officer will be tasked to undertake the following:

1. Ensure effective installation and implementation of social safeguards framework and processes at municipal, provincial and regional levels;
  - i. Ensure effective application of Indigenous Peoples Development Framework in all project components and processes
    - a. Ensure proper consultation and full participation of Indigenous People specially in securing the Free Prior and Informed Consent and other clearances issued by Indigenous Peoples.
  - ii. Ensure effective application of Land Acquisition Rehabilitation and Resettlement Framework
    - a. Ensure proper acquisition and documentation of Right of Way (ROW)
    - b. Monitor and follow-up the project affected and displaced person
2. Serve as safeguards advisor to other regional Social Safeguards Officers/Focal Persons to ensure alignment among all project components on safeguard related issues;
3. Conduct appraisal and review of Feasibility Study, Detailed Engineering Design and Business Plan to check compliance to Social Safeguards Framework and recommend appropriate measures in the Environmental and Social Management Plan;
4. Review and monitor the implementation of Abbreviated Resettlement Plan;
5. Coordinate with the concerned M and E Officers on the status of I-BUILD and I-REAP Subprojects to ensure integration of safeguards policy of the Project in the whole project cycle;
6. Assist the Social Safeguards Specialist in leading the conduct of spot monitoring of subprojects and evaluation of safeguards compliance;
7. Conduct of post review of subprojects issued with NOL by the Regional Project Coordinating Office;

8. Prepare and submit timely and regular progress reports indicating status of full compliance with social safeguards framework/policy;
9. Perform other tasks as Unit Head, Project Director/Deputy Project Director may assign.

### **Core Competencies**

1. Sound technical knowledge in social safeguards processes particularly on Land Acquisition, Rehabilitation and Resettlement Processes;
2. Adequate experience in addressing requirements for safeguards compliance;
3. In depth knowledge of social, environmental and cultural issues affecting the implementation of rural infrastructure subprojects;
4. Capability to provide guidance on negotiation and conflict resolution processes;
5. Innovativeness and effectiveness capability under varying work assignments, conditions and time pressures.

### **Qualification Requirements**

1. Minimum of 2 years of professional experience on Safeguards at Regional or National Level and with knowledge on resettlement process for rural infrastructure projects;
2. Knowledge on Indigenous Peoples Right Act (IPRA Law), Land Acquisition Processes, Philippine Environmental Laws, Philippine Environmental Impact Statement System and any related local laws and policy;
3. Prior familiarity with World Bank safeguards policies;
4. Knowledge on social impact assessment and environmental and social management plan;
5. Posses a strong academic background, preferably Bachelors Degree holder in Social Science Courses, Sociology, Agriculture, Development Management and related fields of study;
6. Possess good oral and written communication skills.

### **In addition, the applicant should have:**

1. Strong interpersonal and ability to work in multidisciplinary teams;
2. Strong inter-organizational management skills in working with other components of PRDP;
3. A drive for results while working with limited supervision and under tight timelines;
4. Willingness to conduct field travels.

### **Reporting Responsibility**

The Social Safeguards Officer will be directly reporting to the Social and Environmental Safeguards Unit Head and close coordination with the other Component. Social Safeguards Officer will be based at the National Project Coordinating Office in Quezon City.