



REQUEST FOR EXPRESSIONS OF INTEREST (REoI)
(INDIVIDUAL CONSULTANT)

CONSULTANT SERVICES FOR ENVIRONMENTAL AND SOCIAL SPECIALIST

Country: Kingdom of Lesotho
Project: Public Sector Foundations for Services Delivery Project
(P174171)
Loan No.: 74920 -LS
Assignment Title: Environmental and Social Specialist

Activity Reference No.: LS-MOFDP-540491-CS-INDV

Issue Date: March 05, 2026

The **Kingdom of Lesotho through the Ministry of Finance and Development Planning (MoFDP)** has received financing from the World Bank towards the cost of the **Public Sector Foundations for Service Delivery Project** and intends to apply part of the proceeds for procurement of consulting services for **Environmental and Social Specialist**.

The **Environmental and Social Specialist** consulting services (“the Services”) include to ensure that the project is implemented in a manner which upholds the Government of Lesotho and World Bank’s environmental, social, health and safety (ESHS) institutional and regulatory guidelines including implementation of the project’s Environmental and Social Commitment Plan, and Stakeholder Engagement Plan.

The work of the **Environmental and Social Specialist** will include the following tasks, among others:

- Acting as the focal point and coordinator on environmental and social impact issues arising from implementation of the PSFSDP activities
- Ensuring and monitoring compliance of implementation of PSFSDP activities with the relevant national regulatory and institutional frameworks, the World

Bank's Environmental and Social Framework and Environmental and Social Standards (ESSs)

- Ensuring implementation of the Project's environmental and social instruments including the Environmental and Social Commitment Plan (ESCP) and Stakeholder Engagement Plan
- Identifying and assessing emerging environmental, social, health, and safety issues that may be associated with implementation of project activities.
- Promptly notifying the Government and the World Bank of any incident or accident related to the Project which has, or is likely to have, significant adverse effects.
- Providing advice on appropriate corrective measures to be taken to deal with and avoid recurrence of issues likely to have adverse effects.
- Monitoring progress in the management or implementation of corrective actions on identified environmental and social issues.
- Preparing and submitting to Management and the World Bank, regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.
- Promptly notifying Management and 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, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury.
- Providing input of E&S issues into the preparation of reports and other documentation as part of the project reporting requirements, including implementation progress reports.
- Sharing knowledge with other PIU members on E&S issues to ensure that implementing entities and suppliers are aware of environmental and social issues for incorporation during execution of various project activities
- Ensuring publicity and public disclosure and enhanced visibility of the project's environmental and social standards issues
- Any other work-related tasks assigned by the Project Coordinator.

The duration of the assignment is two years, subject to satisfactory performance.

The expected commencement date is **June 01, 2026**.

The detailed Terms of Reference (TOR) for the assignment can be accessed at the following website: [Tenders - Government of Lesotho](#)

or

can be obtained at the address given below.

or

by sending a request to the email addresses below.

The **Ministry of Finance and Development Planning** now invites eligible individuals (“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 (attach curriculum vitae with description of experience in similar assignments, similar conditions, etc.). Firms’ staff may express interest through the employing firm for the assignment and, under such situation, only the experience and qualifications of individuals shall be considered in the selection process.

The criteria for selecting the Consultant are:

a) Academic Qualifications

- A Masters degree in Environmental Science, Environmental Management or other relevant fields including Public Administration, Project Management or related fields.

b) Professional Experience

- At least 5 years of experience in environmental and social risk management in the context of World Bank-financed projects, or other donor institutions.
- Experience in project implementation, monitoring and evaluation of donor funded projects.
- Experience drafting reports in a concise, lucid, and comprehensible manner.

c) Knowledge and Skills

- Strong analytical, problem-solving, and critical thinking skills, with the ability to interpret complex environmental and social data and translate findings into actionable recommendations.
- Excellent oral and written communication skills, including the ability to prepare high-quality reports, technical documents, stakeholder briefs, and presentations for diverse audiences
- Demonstrated interpersonal, facilitation, and motivational skills, with sensitivity to local cultural, social, and institutional contexts, and the ability to build trust with communities, government counterparts, and project stakeholders
- Proven ability to work independently with minimal supervision, while also collaborating effectively within multidisciplinary teams.
- Ability to work effectively under pressure, manage competing priorities, and deliver quality outputs within tight deadlines
- Strong knowledge of environmental and social safeguard standards, particularly the World Bank Environmental and Social Framework (ESF),

Environmental and Social Standards (ESSs), and related international best practices.

- Practical experience with stakeholder engagement approaches, including participatory methods, grievance redress systems, and community consultations.
 - Capacity to identify, assess, and manage environmental and social risks and impacts, including gender-based violence (GBV) and sexual exploitation and abuse (SEA/SH), labor and working conditions, climate risks, and biodiversity considerations.
 - Proficiency in monitoring and reporting tools, including environmental and social performance indicators, compliance checklists, and environmental/social management plans.
 - Strong organizational and coordination skills, with the ability to support capacity building, deliver training, and mentor project staff and implementing partners.
- Familiarity with data analysis or GIS tools (an added advantage)

d) Communication Skills

- Strong communication and coordination skills and the ability to establish good working relationships with colleagues and stakeholders in a sensitive environment
- Strong conceptual and analytical skills and excellent interpersonal skills, strong verbal and written communication skills in Sesotho and English.

e) Computer literacy

- Proficiency in Microsoft Suite (Word, Excel, Project, and Power-point).

f) Language

- Proficiency in English is a requirement.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.13, 3.15, and 3.16 of the World Bank's "Procurement Regulations for IPF Borrowers" Fifth edition, September 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

A Consultant will be selected in accordance with Individual Consultant Selection (INDV) method as set out in the Procurement Regulations.

Further information can be obtained at the address below during office hours from 0900 to 1600 hours.

Expressions of interest must be submitted not later than **4:00 pm** on **March 19, 2026** in a written form as follows:

- Hard copies - 1 Original and five (5) copies in the **LPSFSDP Tender Box**
3rd Floor,
Finance House,
Government Complex,
Kingsway
Maseru
Lesotho

Or

- Submit by e-mail at finance.hr@gov.ls copy mamaseko.lefothane@gov.ls

Submissions must include

- a) Curriculum vitae
- b) Certified academic certificates
- c) Certified identity documents

Submissions must be clearly titled (including on the submission envelope where applicable) **Environmental and Social Specialist.**

Contact Details:

Attn: Director Human Resource
Ministry of Finance and Development Planning,
3rd Floor,
Finance House,
Government Complex,
Kingsway
Maseru
Lesotho
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