



THE REPUBLIC OF SOUTH SUDAN  
MINISTRY OF LIVESTOCK AND FISHERIES

Healthy Livestock | Healthy People | Sustainable Development

## Request for Expressions of Interest (REoI)

CONSULTING SERVICE: **Social Safeguard Specialist**  
PROJECT NAME: **South Sudan Resilient Livestock Sector Project (RLSP)**  
PROJECT ID: **P500553**  
GRANT NUMBER: **IDA-E4270-SS**  
ACTIVITY REFERENCE: **SS-MLF-544619-CS-INDV**  
TYPE OF CONTRACT: **Individual Consultant Selection (National)**  
DUTY STATION/COUNTRY: **Ministry of Livestock and Fisheries, Juba, South Sudan**

- 1. Background:** Ministry of Livestock and Fisheries (MLF) has received funding from the World Bank towards the cost of implementing the 5-years **South Sudan Resilient Livestock Sector Project (RLSP)** and intends to apply part of the proceeds for consulting services. The project development objective is to enhance animal health, improve range-land management, and strengthen resilience of livestock production in selected project areas. The project will directly benefit 166,000 households in the targeted eight (8) Counties in the following five (5) States, namely: Jonglei, Warrap, Upper Nile, Central Equatoria and Western Equatoria. The project aims to lay the foundation for a climate-resilient, competitive, and gender sensitive productive livestock sector in South Sudan to enable socioeconomic and inclusive growth. The main components of the project are; (i) strengthening animal health and welfare systems, (ii) sustainable and integrated rangeland development and management for livestock production, with focus on feed and water management, (iii) technical assistance, institutional strengthening, and project management, coordination, monitoring, and communication.
- 2. Objective:** The consulting services (“the Services”) is for Social Safeguard Specialist who will work within the Ministry’s PCU, and be responsible for leading social safeguard aspects such as the implementation of Sexual Exploitation, Abuse and Sexual Harassment (SEA/SH), prevention and response action plan under the project, building on global best practice on addressing the risk of Gender Based Violence (GBV). The consultant will support GBV/SEA/SH Risk Management requirements including additional identification, prevention, risk mitigation, and response to GBV risks, including SEA/SH related to project implementation. This assignment will ensure that there are effective and efficient ways to support implementation of appropriate measures that make projects safer for women and children. The overall social risk management under the ESF, will focus on applicable standards beyond ESS10 and SEA/SH which include ESS2, ESS5, and ESS7. The Social Safeguard Specialist’s role will be the primary focal point for comprehensive ESF social compliance, not solely GBV-related risks. The incumbent is expected to work in synergy with other Donor funded projects being coordinated through PCU under MLF.
- 3. Key Responsibilities:** These include but are not limited to the following:
  - Develop mechanisms, modalities and timelines for the timely implementation of social aspects of the project as detailed in the approved Environmental and Social Commitment Plan (ESCP)



- Oversight and monitoring of the Labor Management Procedures (LMP).
- Functioning of a workers' GRM separate from the community GRM.
- Monitoring of occupational health and safety (OHS) requirements for contractors, community workers, and partner-implemented activities.
- Supervision of contractor compliance with Codes of Conduct, including SEA/SH provisions.
- Lead or support ESS5 screening of subprojects; Support preparation, implementation, and monitoring of RAPs/ARAPs, where applicable; Oversee livelihood restoration measures; Ensure compliance with World Bank guidance on voluntary land donation and land access agreements
- Lead identification, assessment, and management of GBV/SEA-SH risks across all project activities.
- Integrate GBV/SEA-SH risks and mitigation measures into key safeguard instruments (e.g., ESMPs, LMPs).
- Develop and oversee implementation of GBV risk mitigation strategies and Codes of Conduct.
- Ensure survivor-centered, confidential, and ethical response mechanisms and referral pathways.
- Design and implement a comprehensive GBV training plan for contractors, project staff, and relevant community actors.

4. **Terms of Reference:** The detailed Terms of Reference (ToR) containing roles and scope for the assignment as well as the evaluation criteria for this consultancy can be obtained upon written request to the e-mail address: [ss.rlsp2025@gmail.com](mailto:ss.rlsp2025@gmail.com) clearly indicating the subject matter as “**ToR for Social Safeguard Specialist**”.

5. **Qualifications and Experience:** The consultant must meet the minimum qualification and selection criteria indicated below:

#### (a) Qualification

- Holders of a Master's degree in Sociology, Anthropology, Political Science, Gender, Social Works and/or any other related subjects from a reputable University.
- Fluency in English is essential, and knowledge of Arabic is an advantage.
- Computer literacy including Microsoft packages.

#### (b) Experience

- At least ten (10) years of experience in the field of Social Development and Social Risk Management, including extensive practical experience of stakeholder engagement, GBV, gender policy, and advocacy work, security risk assessment and management, Prevention of Sexual Exploitation and Abuse (PSEA).
- Proven experience in social assessment and experience at national and regional scales; designing and conducting independent assessment, study and evaluations, desk studies and/ or social research, development programmes and advocacy.
- Related work experience of carrying out similar assignment, in project participating countries, South Sudan would be an asset.
- Demonstrated, hands-on experience implementing World Bank ESF instruments (e.g., SEP, GRM, LMP, RAP/ARAP, ESMF).
- Experience working in livestock, natural resource management, pastoral systems, and/or FCV contexts.

#### (c) General Competencies

- Ability to collaborate effectively with multidisciplinary teams, government counterparts, contractors, and partners.
- Excellent facilitation skills, including handling sensitive social issues respectfully.



- High level of professional integrity, cultural sensitivity, and commitment to ethical and do-no-harm principles.
- Ability to work effectively across multiple cross-functional teams to proactively resolve problems, support and engage key stakeholders as well as work effectively across boundaries even without active guidance from the management.
- Demonstrate excellent interpersonal skills; including the ability to work independently, effectively in a team/task force as a team member or leader, and with senior staff and managers.
- Impeccable planning, organization and time management skill; Ability to work well under pressure and to meet tight deadlines.
- Strong problem-solving skills with the ability to provide solutions to emerging challenges.
- Computer literacy including Microsoft packages.
- Excellent communication skills – both written and verbal, including the capacity to communicate complex and technical issues in simple terms.
- Proven ability to clearly and concisely prepare, present and discuss recommendations at senior levels and to produce deliverables such as memoranda, recommendations, requirements documents, and status reports.
- Fluency in English is essential, and knowledge of Arabic is an advantage.
- Should demonstrate a high degree of professionalism and integrity.
- Demonstrated experience in fragile contexts or related such as in South Sudan.

6. **Selection Criteria:** The Consultant(s) will be selected in accordance with the World Bank’s Procurement Regulations for IPF Borrowers, dated July 2016 and revised 7<sup>th</sup> Edition of September 2025 which can be found at the following website: [www.worldbank.org/procurement](http://www.worldbank.org/procurement). Individual Consultant Selection (ICS) method will be used, and the first step shall be shortlisting based on the above qualification and experience requirements. This will then be followed by oral interviews for the shortlisted candidates and will be assessed using scored criteria as: (i) Qualification – 20%, (ii) Specific experience – 50%, and (iii) Desirable skills – 30%.
7. **Duration of the Assignment:** The initial duration of the consultancy services is Twenty-four (24) months and shall be subject to renewal annually based on the performance and availability of funds.
8. The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” Fifth Edition of September 2023 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.
9. Further information can be obtained at the address below during office hours [**weekdays Monday to Friday 0800hrs to 1700hrs local time excluding public holidays**].
10. The Ministry of Livestock and Fisheries (MLF) now invites eligible Consultants to indicate their interests in providing the Services. Interested Consultants should provide information, as stipulated in the ToR, demonstrating their qualifications and relevant experience to perform the Services.
11. **Deadline for Submission:** written application (Expressions of Interest, EoI) accompanied with CV and required attachments, all merged into **One (1) pdf file** and titled “**Social Safeguard Specialist**” to be submitted to the undersigned (in person, or by mail, or by e-mail: [ss.rlsp2025@gmail.com](mailto:ss.rlsp2025@gmail.com)) so as to reach by Monday, **18<sup>th</sup> May 2026 at 5.00 p.m.** (South Sudan Time). Late applications will be rejected.

**Attention: Project Manager,  
Project Coordination Unit (PCU)  
Ministry of Livestock and Fisheries,  
Ministry HQs, South of Gudele 2 Market, Juba  
Email address: [ss.rlsp2025@gmail.com](mailto:ss.rlsp2025@gmail.com)**

