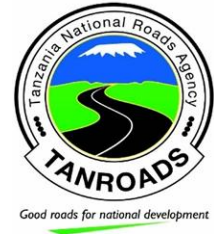




THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF WORKS
TANZANIA NATIONAL ROADS AGENCY



TANZANIA TRANSPORT INTEGRATION PROJECT (TanTIP) – PROJECT ID: P165660

REQUEST FOR EXPRESSIONS OF INTEREST

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT SELECTION)

CONSULTANCY SERVICES FOR TANROADS' CAPACITY STRENGTHENING IN IMPLEMENTATION OF COMMUNITY DEVELOPMENT INITIATIVES SUB-PROJECTS FOR TANTIP THROUGH ENGAGEMENT OF COMMUNITY DEVELOPMENT SPECIALIST. TENDER NO. AE/001/2024-25/HQ/C/82

The Government of Tanzania has received financing from World Bank towards the cost of the Tanzania Transport Integration Project (TanTIP) and intends to apply part of the proceeds “**CONSULTANCY SERVICES FOR TANROADS' CAPACITY STRENGTHENING IN IMPLEMENTATION OF COMMUNITY DEVELOPMENT INITIATIVES SUB-PROJECTS FOR TANTIP THROUGH ENGAGEMENT OF COMMUNITY DEVELOPMENT SPECIALIST.**”

The Consulting Services (“the Services”) in order to ensure sustainable implementation of road developments and Airport projects in relation to the World Bank Environmental social Framework (ESF) in a particular, the world Bank environmental social standards, TANROADS has set aside funds to finance recruitment of the social Expert to support TANROADS-PIT to implement requirement of the environmental and social commitment plan (ESCP) for the Tan Tip project.

1. The detailed Terms of Reference (ToR) for the assignment are available on the following website www.tanroads.go.tz.
2. The Tanzania National Roads Agency (TANROADS) an Executive Agency of the Ministry of Works and Transport hereby invites Applicants to show their interest in delivering the Services described in the Terms of Reference.
3. This Request for Expressions of Interest is open to: **Individual Consultants.**
4. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. Such information may include updated detailed CV duly signed and copies of academic, testimonial, and professional certificates. The interested Consultants should have the following qualifications and experience:

a) Education

- (i) Minimum of Bachelor degree in Sociology, Social work, Community Development, Social Anthropology Development Studies, or any other related discipline from recognized university.
- (ii) A master's degree in social science related to above discipline or related field is expected.

b) Professional experience

- (i) He/She must have at least of six (6) years cumulative experience in addressing social Development projects related to utilities, agro-business, health and education services, and construction activities funded by government and donors.

- (ii) He/She must have served in a similar capacity for coordination of CDI Project implementation in at least three (3) similar projects related to a core business of infrastructures or utilities development projects.
- (iii) He/She must have similar experience in undertaking participatory approach in community consultation, engagement and involvement in identification, selection and implementation of the CDI projects with consideration of Gender and GBV/SEA and inclusion of vulnerable groups aspects.
- (iv) The community development specialist must be computer literate with competency in Word processing, Spread sheets, and slide show/power point program;
- (v) The community development specialist must have experience working on stakeholder engagement and inclusion of members of vulnerable groups, including person with disabilities, youth, women and historically marginalized communities.

c) Language and regional experience requirements

- (i) She/he must have a working experience in developing countries; particular working experience in Africa.
 - (ii) The candidate shall have a full working proficiency of written and spoken English and Kiswahili are Mandatory
5. Government employees under Short-terms or Permanent Contract need not apply, as they are not eligible to participate in the selection process. Expressions of Interest from government employees will be eliminated from the selection process.
 6. The attention of interested individual consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" Fourth Edition September, 2023 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.
 7. A Consultant will be selected in accordance with the Individual Consultant Selection method set out in the World Bank's "Procurement Regulations for IPF Borrowers" Fourth Edition September, 2023 ("Procurement Regulations").
 8. Interested Applicants may obtain further information at the address below during office hours: **08:30 -16:30 local time** on Mondays to Fridays inclusive except on Public Holidays.

Attn: The Secretary,
TANROADS Headquarters Tender Board,
2nd Floor, 10 Shaaban Robert Road/Garden Avenue Junction,
P.O. Box 11364,
Dar es Salaam, Tel: +255-22-2926001-6; Fax +255-22-2926011;
E-mail : pmu@tanroads.go.tz Website : <http://www.tanroads.go.tz>

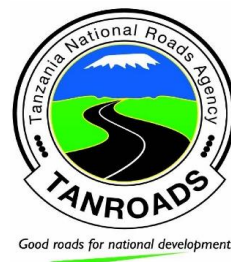
9. Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) on or before **10:00 hours** local time on **04th April, 2025**, clearly marked **"CONSULTANCY SERVICES FOR TANROADS' CAPACITY STRENGTHENING IN IMPLEMENTATION OF COMMUNITY DEVELOPMENT INITIATIVES SUB-PROJECTS FOR TANTIP THROUGH ENGAGEMENT OF COMMUNITY DEVELOPMENT SPECIALIST. TENDER NO. AE/001/2024-25/HQ/C/82"**

THE CHIEF EXECUTIVE
TANZANIA NATIONAL ROADS AGENCY (TANROADS)

THE UNITED REPUBLIC OF TANZANIA



MINISTRY OF WORKS



TANZANIA NATIONAL ROADS AGENCY

TANZANIA TRANSPORT INTEGRATION PROJECT (TanTIP)

TERMS OF REFERENCE

FOR

**TERMS OF REFERENCE FOR RECRUITMENT OF COMMUNITY DEVELOPMENT
SPECIALIST FOR STRENGTHENING TANROADS' CAPACITY IN IMPLEMENTATION
OF COMMUNITY DEVELOPMENT INITIATIVES SUB-PROJECTS FOR TANTIP**

February, 2025

TERMS OF REFERENCE FOR RECRUITMENT OF COMMUNITY DEVELOPMENT SPECIALIST FOR STRENGTHENING TANROADS' CAPACITY IN IMPLEMENTATION OF COMMUNITY DEVELOPMENT INITIATIVES SUB-PROJECTS FOR TANTIP

1.0 INTRODUCTION

The Government of the United Republic of Tanzania has received a credit from the World Bank (WB) towards the cost for implementation of the roads and airports projects under the Tanzania Transport Integration Project (TanTIP) which comprises of rehabilitation of Mtwara – Mingoyo – Masasi (200 km), Rutukira – Songea (100 km), Lusahunga – Rusumo (92 km) and Upgrading of Iringa – Msembe (104 km), rehabilitation and improvements of Regional Airports of Tanga, Iringa and Lake Manyara projects.

In order to ensure sustainable implementation of road development projects in relation to the World Bank Environmental Social standards, in particular, the World Bank Environmental and Social Framework (ESF) as well as Community Development Initiatives (CDIs), the Government under TANTIP has **allocated about 1 percent of the Construction cost for the Road Works Contracts for each road sub- projects to be used for supporting Community-Based Initiatives projects along the projects road corridors. This amount will be included as the Provisional Sum on the Contract cost for contractors.** The proposed road sub-projects and their locations will be selected in close consultation with communities and local authorities based on a needs assessment and as part of the project's stakeholder's engagement (SEP) process. The sub-projects community initiative projects will include but not limited to; livelihood support to local communities, providing community services and vocational skills to young men's and women's as well as local groups along the road projects. These works and services will be provided through local contractors (Local Fundi) or service providers who will be selected in collaboration with LGAs. The funds for these CDI projects will be managed through contractors of each sub-projects upon approval of the Supervision Consultant.

The location for sub-projects will also be selected based on climate resilience considerations to minimize exposure to natural hazards and climate change impacts. The sub-projects will observe climate resilience considerations in their design and construction such as ensuring adequate drainage, roofing, surfacing, and shade/cooling. The Specific consultations will be carried out to community including special individual or vulnerable people by undertaking community consultation, engagement and gender-balanced approaches, which will lead to social-economic inclusion.

Based on TanTIP sub-projects implementation, the Community Development Specialist will be responsible for management and oversight of community development projects initiatives in relation to compliance with the provisions of the ESF including but not limited to stakeholder engagement, labor and working conditions, gender and GBV action plan, community health and safety and inclusion of people with special needs.

2.0 OVERALL OBJECTIVE OF COMMUNITY DEVELOPMENT SPECIALIST.

The overall objective of the assignment is to carry out day to day implementation of the community development initiatives projects to be implemented along the 4- road sub-projects including Lusahunga- Rusumo, Iringa- Msembe, Lutukira – Songea and Mtwara Mingoyo –Masasi roads in relation to compliance with the provisions of the ESF including but not limited to stakeholder engagement, labor and working conditions, gender and GBV action plan, community health and safety and inclusion of vulnerable groups.

The Community Development Specialist shall report to TANROADS Manager of Environment and Social Section, will coordinate closely with TanTIP Project Implementation Team on day-to-day implementation of the overall project objective. This work will involve carrying out timely and efficient stakeholder's consultation, project identification, supervision and monitoring of the implementation of the community development initiatives along the road sub-projects.

3.0 SCOPE OF ASSIGNMENT FOR THE COMMUNITY DEVELOPMENT SPECIALIST.

The Scope of the Community Development Specialist shall include the following activities: -

- (i). To manage day to day implementation of the CDI projects from the commissioning to completion phases;
- (ii). To facilitate the identification of CDI projects in a participatory manner and document community consultation and project validation processes;
- (iii). To oversee compliance with the provision of all social-related documents required under the ESF by TANROADS, Contractors, Supervision Consultants, sub-consultants, sub-contractors and services providers during the CDI projects identification, selection and implementation;
- (iv). To facilitate and document proper consideration and engagement of community social, health, safety, gender and Gender Based Violence (GBV)/ Sexual Exploitation and Abuse (SEA) during CDI projects identification and implementation;
- (v). To facilitate good cooperation between TANROADS, Contractors, supervision consultants, Local authorities, Regional and National Authorities regarding the CDI projects identification, management and decommissioning in a sustainable manner;
- (vi). To oversee the incorporation of the necessary assessments, recommendations and analysis provided by the Authorities as part of improving CDI projects by sub-contractor(s), services providers, consultants and sub-consultants during project implementation;
- (vii). In collaboration with the LGAs, supervise the sub-contractor(s), sub-consultants, services providers and local fundi on the implementation of the CDI projects throughout the project cycle;
- (viii). Develop a work plan with clear milestones for the implementation of CDI projects;
- (ix). To monitor and coordinate effective implementation including undertaking site visits to inspect project sites and services to be delivered and prepare monitoring reports on projects implementation, procedures and their effectiveness;
- (x). To review schedule of CDI projects implementation for sub-Contractor(s), sub-consultants and local fundi's and service providers and proactively provide timely notification to the key stakeholders and the general public prior to the execution of CDI projects construction works or services;
- (xi). Perform any other task related to CDI projects as assigned by the PIT Project Manager.

4.0 QUALIFICATIONS AND EXPERIENCE REQUIRED

The desired attributes for the position are as follows: -

4.1 Education:

- (i). Minimum of Bachelor's degree in Sociology, Community Development, Social Work, Social anthropology or a related discipline from a recognized university.
- (ii). A Master's degree in the Social sciences related to the above disciplines or a related field is expected.

4.2 Professional experience:

- (i). He/She must have at least Six **(6)** years cumulative experience in addressing social

development projects related to utilities, agro-business, health and education services, and construction activities funded by government and donors.

- (ii). He/She must have served in a similar capacity for coordination of CDI projects implementation in at least three (3) similar projects related to a core business of infrastructure or utilities development projects.
- (iii). He/She must have similar experience in undertaking participatory approach in community consultation, engagement and involvement in identification, selection and implementation of the CDI projects with consideration of gender and GBV\SEA and inclusion of vulnerable group's aspects.
- (iv). The Community Development Specialist must be computer literate with competency in word processing, spreadsheets, and slideshow/PowerPoint program.
- (v). The Community Development Specialist must have experience working on stakeholder engagement and inclusion of members of vulnerable groups, including persons with disabilities, youth, women, and historically marginalized communities.

4.3 *Language and regional experience requirements:*

- (i). Must have at least three (3) years of working experience in developing countries and in particular, East Africa.
- (ii). Proficiency in written and spoken English and Swahili language are mandatory.

5.0 REPORTING

The Specialist shall report to TANROADS Manager of Environment and Social Section, will coordinate closely with TanTIP Project Implementation Team and shall be responsible for;

- (i). To prepare Monthly, Quarterly monitoring and Annual Summary Reports on the TanTIP CDI Projects and submit the reports to the relevant authority in a timely manner. This reporting shall include concerns raised by stakeholders; potential interested and affected parties, and will propose mitigation measures;
- (ii). Compiling regular reports on the implementation of CDI projects, including monitoring of social risks and impacts relating to sub-project implementation.
- (iii). Stakeholder consultation documentation to include full minutes of meetings of discussion at different levels in the Districts, including attendance logs, photos etc.
- (iv). Preparing the completion reports of each of the CDI projects including challenges experienced, lessons learned and recommendations for improving future CDI projects.

6.0 FACILITIES TO BE PROVIDED BY THE EMPLOYER.

The Employer will provide the following facilities to the Community Development Specialist:

- (i). Office accommodation including office furniture and equipment;
- (ii). Work-related transport to project sites;
- (iii). Relevant information and documents necessary for proper execution of the assignment.

7.0 DURATION, PERFORMANCE REVIEW AND TERMINATION OF THE ASSIGNMENT.

7.1 *Duration.*

The services of the Community Development Specialist will commence immediately after signing of the Contract. The duration of assignment will be 24 Months, with possible extension if need arises. The specialist shall propose the work plan for the accomplishment of the assignment within 24 months.

7.2 *Performance Review.*

Notwithstanding Sub-Section 7.1 above, succession of the Services from one year (12 months) to another will be subject to satisfactory performance of the Expert.

7.3 Termination.

This service may be terminated when Consultant violate condition of this TOR or Contract before the expiration of the duration of the assignment.

8.0 PAYMENT TERMS.

- i. The specialist shall negotiate with TANROADS and agree on the remuneration for carrying out the assignment. The agreed remuneration shall be paid on a monthly basis.
- ii. The specialist salary will be a lump sum amount of remuneration per month and will include all overheads and other associated costs including local transportation within Dar es Salaam.
- iii. The specialist shall be responsible for all taxes and duties applicable as per the Government of Tanzania's rules and regulations.
- iv. In case of travel requirements outside TANROADS Headquarters and within Tanzania for project-related assignments, the Consultant shall be paid travel expenses in line with the Government rules and procedures.
- v. Payment to the specialist in respect of remuneration will not be adjusted for inflation for the duration of the assignment.

9.0 LEAVE AND WORKING HOURS.

9.1 Leave

The Community Development Specialist will be entitled to twenty-eight (28) days of paid annual leave during the assignment.

9.2 Working Hours

- i. Ordinary working period starts from 8:00 AM to 4:30 PM commencing Monday to Friday excluding public holidays;
- ii. The Consultant will be expected to work on reasonable extra time when need arises at no additional payment; the Consultant's remuneration shall be deemed to cover such overtime.

10.0 DUTY STATION.

Dar es Salaam (TANROADS HQ offices), Tanzania with field visit as per requirement.