



VACANCY

ENVIRONMENTAL AND SOCIAL PERFORMANCE (ESP) DIRECTOR

Millennium Challenge Account – Malawi (MCA-Malawi)

The Government of Malawi established the Millennium Challenge Account – Malawi (MCA-Malawi) to oversee, manage, and implement multiple projects aimed at stimulating economic growth and reducing poverty in Malawi. These projects are funded by the Millennium Challenge Corporation (MCC), a U.S. government agency focused on assisting countries dedicated to good governance, economic freedom, and investments in people.

Countries that meet MCC's rigorous selection criteria and propose an economically sound program that specifically addresses the country's key growth constraints may enter into a Millennium Challenge Compact with MCC. In April 2011, MCC agreed to a US\$350.7 million Compact focused on revitalizing the electrical power sector in Malawi.

MCA-Malawi is currently seeking an Environmental and Social Performance Director to manage all activities related to the assessment of environmental and social issues related to the Compact program, which is being implemented over a five (5) year-period after entry into force (from 20 September 2013 to to 19th September 2018).

Assignment and Background Information

- On behalf of MCA-Malawi, manage all activities related to the assessment of environmental and social risks, the monitoring of environmental and social compliance and the implementation of environmental and social mitigation measures across the Compact program.
- Identify potential environmental and social risks related to Compact projects and activities, lead the conceptualization and development of mitigation measures, and ensure that all related bidding documents incorporate appropriate requirements for implementing such mitigation measures, including measures pertaining to environmental management, land acquisition and resettlement, protection of cultural resources, public health and safety, HIV/AIDS, and other issues, where relevant.
- Coordinate technical inputs to all Environmental Social Management Plans (ESMPs), Health and Safety Management Plans (HSMPs), and Resettlement Action Plans (RAPs) that may be required in conjunction with Compact projects and activities. Take all steps necessary to ensure that findings from the Environmental Social Impact Assessments (ESIAs), Resettlement Policy Frameworks (RPFs), and site-specific RAPs are incorporated into the design of each project or activity, working in close collaboration with MCA-Malawi staff, contractors and relevant Government counterparts.
- Oversee the implementation of existing ESMPs and HSMPs to ensure that the works adhere to the mitigations and monitoring evaluation requirements. Review and provide technical input to Method Statements in accordance to work requirements to ensure that the Environmental, Health

and Safety measures are consistent with the approved ESMPs, HSMPs and Department of Environmental Affairs permits.

- Lead MCA-Malawi's efforts to ensure that Compact projects and activities comply with all relevant MCC standards and guidelines, the environmental laws and regulations of Malawi, and the International Finance Corporation (IFC) Performance Standards by, among other things, visiting implementation sites and reviewing implementation reports to ensure compliance.
- Provide strategic guidance and support to contractors and consultants in relation to any environmental and social issues associated with the Compact projects and activities.
- Build, maintain and effectively leverage relationships with the Ministry of Environment and other Government entities for the benefit of MCA-Malawi.
- Serve as the main point of contact between MCA-Malawi and parties who may be negatively impacted by Compact projects and activities; review comments, concerns and complaints from these project-affected parties; and recommend actions to resolve problems.
- Coordinate closely with the MCA-Malawi's Social and Gender Assessment Director to ensure that gender analyses are fully integrated into social mitigation activities and that gender issues are mainstreamed into all activities and contracts in accordance with MCC Gender Policy.
- Supervise an Environmental and Natural Resource Management Manager and a Resettlement Specialist, to ensure proper oversight of implementation of all activities.
- Oversee the Environment and Natural Resource Management (ENRM) planning activity designed to address watershed and land management issues in the Shire River Basin, including support to the establishment of an Environmental Trust Facility intended to provide sustainable funding of these activities post-Compact.
- Provide technical input and oversight to the associated weed harvesting and silt management activities, including ensuring that sediment and weed disposal adheres to MCC and GOM standards.
- Provide clear updates and reports on the progress of implementation to MCA-Malawi's management team and other relevant staff within MCA-Malawi and to MCC, as necessary for effective project management.
- Assist in organizing and managing periodic public consultations.
- Serve as the main point of contact between MCA-Malawi and MCC's Environment and Social Performance team, and prepare reports and provide information from time to time, as needed to keep MCC well informed of progress, issues and risks.
- From time to time, represent MCA-Malawi in meetings with other donors and in public forums with respect to environmental and social performance issues.
- Other tasks and responsibilities as requested by the CEO or Deputy CEO.

Required Qualifications/Experience:

- Advanced degree in natural or social science, environmental planning, environmental management, environmental engineering, natural resource management or similar discipline.
- Extensive familiarity with environmental policies, standards and guidelines used by international donors. Familiarity with World Bank Operational Policy (OP) 4.12 and/or the IFC Performance Standards is preferred, particularly IFC Performance Standard 1 (related to the assessment and management of environmental and social risks and impacts), IFC Performance Standard 4 (related to community health, safety, and security), and/or IFC Performance Standard 5 (related to land acquisition and involuntary resettlement). Approximately twelve (12) or more years of professional experience in a related field, including approximately five (5) years of demonstrated experience managing, preparing, overseeing, and/or reviewing environmental and social impact assessments for energy projects, and/or projects of similar nature.
- Prior experience working on projects funded by international organizations.
- Demonstrated ability to interact constructively and effectively with technical and construction experts, Government officials, members of civil society organizations, and project-affected parties.

- Knowledge of Malawi's environmental laws and regulations, particularly those relevant to energy use, public health and safety, environmental and social impact assessments, public consultation, land acquisition and resettlement, and gender issues.
- Ability to collaborate effectively with peers as well as work across departments or divisions, as demonstrated through previous work experience.
- Demonstrated ability to work with limited supervision and to independently assess problems, define and pursue solutions, and make effective decisions.
- Excellent written and verbal communication skills in English

MCA-Malawi offers a competitive salary and benefits package.

For more information about MCA-Malawi, please visit: <http://www.mca-m.gov.mw>

Submissions will be accepted through 12:00 AM Malawi time on Friday, December 9th, 2016:

Your submission should include the following as three separate documents:

1. A cover letter highlighting your background and experience as they relate to the required qualifications. Please specifically reference your familiarity with environmental policies, standards, and guidelines used by international donors as well as your knowledge of Malawi environmental laws and regulations;
2. A resume describing your qualifications as they best describe your experience related to the job description for which you are applying;
3. Three professional references, with at least one being a former supervisor. Please include their complete and current contact information, including name, current title, their relationship with you, and also their phone number and email address;
4. Your salary history for the past three years (by year) and your salary requirements. Please note, for selected candidates salary verification will be conducted.

You can submit these documents following one of the following methods:

- Via Post:

**The Chief Executive Officer
Millennium Challenge Account-Malawi,
P.O. Box 31513,
Lilongwe 3**

Physical Address: Pamodzi House, Off Presidential Wat, Plot No. 13/42

- Via email: hrmcam@mca-m.gov.mw

Please include the following subject line in your submission: MCA-Malawi ESPDir_Last Name, First Name

Please send additional questions to the email address listed above.