



TransKarachi
Operator of the Karachi Breeze System

POSITION:	Manager Environment and Social Safeguards
EMPLOYMENT TYPE:	Contract
DUTY STATION:	Karachi
NO OF POSITIONS:	01
REPORT TO:	GM Infrastructure and Planning & GM Operations
SALARY PACKAGE:	Market based competitive salary package and other benefits payable in accordance with the company policy.

OVERALL ROLE

Manager Environment and Social Safeguards will lead land acquisition and resettlement processes during project planning, processing and implementation phases and will ensure all activities being planned and implemented under TransKarachi are compliant with applicable national and international environment and social safeguard requirements.

KEY RESPONSIBILITIES

The major responsibilities of the Manager Environment and Social Safeguards shall include but not limited to:

- Direct and overs the work of the department. Plan, organize and coordinate the activities of Assistant Manager (AM) Environment, AM resettlement, AM Gender and community and AM Buss Industry Transition
- Lead preparation, implementation of Land Acquisition and Resettlement Plans (LARPs) of Karachi BRT Red Line project;
- Supervise screening of subprojects in term of Involuntary Resettlement (IR) and Indigenous People (IP) impact significance and eligibility of the subproject for social safeguards due diligence and preparation/updating of LARPs/IPPs in accordance with provisions outlined in the Resettlement Framework for the Project;
- Supervise census, socioeconomic surveys and consultations with project-affected/displaced persons for drafting the social safeguard documents;
- Review draft LARPs/RPs A prepared by AM resettlement prior to bidding;
- Ensure all compensation and entitlements are paid prior to displacement (or beginning of civil works);
- Coordinate with design team during the design stage and discuss and explore design measure/options to avoid/minimize the resettlement impacts of subprojects and ensure involuntary resettlement impacts are minimized, if not avoided;
- Based on detailed engineering design and design review, prepare social safeguards due diligence reports confirming sub-projects with and without LAR impacts including linear plans with clearly marked LAR and non-LAR sections and assist Director Environment and Social Safeguards in notifying the LAR sections to contractors that are not open for construction until the LARP is fully implemented and consolidated through monitoring reports;
- Ensure maintenance and updating of LAR database;
- Track and monitor day to day LAR implementation progress and make adjustments in implementation schedule to achieve the targeted timelines and provide safeguards related input in project implementation monthly progress reports;
- Develop and conduct training sessions for PIU staff involved in project LAR management to improve their understanding on the ADB's safeguards requirements and ensure proper understanding and implementation of RPs/LARPs;
- Monitor implementation of RPs/LARPs, consolidate the LARP implementation progress and prepare qualitative social monitoring reports periodically (Quarterly and biannually or as provided



TransKarachi *Operator of the Karachi Breeze System*

in the approved LARPs and other project documents) and share with client for review, clearance and disclosure;

- Supervise preparation of Site Specific Environmental Management Plans (SSEMPs), conducting due diligence monitoring as required in SSEMPs, preparation of environmental due diligence monitoring reports, development of Corrective Action Plans (CAPs).
- Responsible for preparation of bi-annual environmental monitoring reports and submission to international financing agencies (ADB, World Bank etc.).
- Responsible for preparation of environmental monitoring reports as required in NOC(s) issued by Sindh EPA (SEPA).
- Ensure compliance with national and financing agency (ADB, World Bank etc.) environmental safeguard requirements.
- Manage and resolve all issues arising from development and/or operation of BRT red line and others being managed by TransKarachi.
- Manage and resolve all environment safeguards related grievances arising from development and/or operation of BRT red line and others being managed by TransKarachi.
- Coordinate and liaise with SEPA and environment safeguard focal staff from ADB, World Bank etc. to discuss any key issues and ensure compliance with applicable regulatory requirements.
- Ensure preparation and implementation of Bus Industry Transition of existing old buses, in order to achieve maximum benefits for a sustainable Bus Transit System;
- Ensure that the ADB approved Gender Action Plan's (GAP) activities relevant to TransKarachi operations are implemented;
- Responsible for identifying aspects of the TransKarachi service, including issues on routes, buses and stations and in communications, which discourage women/girls, the poor, and minorities from using the service. Developing and implement recommendations which will encourage greater use by them.
- Responsible for supporting the Manger Media Relations in implementing public campaigns, including those identified in the GAP, and ensuring that the messages are effective and reach targeted audiences; and
- Perform other related duties as required.

POSITION REQUIREMENTS

1. ATTAINMENTS

Qualification

Master degree in sociology / anthropology/ land administration/ development economics / Environmental Sciences or related discipline from a HEC recognised university.

Specialized Training – social and environment safeguards, management, gender, social inclusion, M&E, discrimination complaint investigation techniques, planning, strategies or any other skills considered relevant for the position.

Active affiliations – membership of recognised Industry or Professional Organisations.

EXPERIENCE

At least 10 years of relevant experience in infrastructure projects with a minimum of 5 years of experience in a similar role is highly desirable.

2. CORE COMPETENCIES

- Demonstrated experience in identification of impacts on land acquisition, resettlement of communities while designing infrastructure projects preferably urban transport and assisting on all matters related to land acquisition;



TransKarachi
Operator of the Karachi Breeze System

- Demonstrated experience in conducting environmental assessments and due diligence monitoring of projects, including large scale capital intensive complex projects in the transport sector.
- Must have strong expertise in designing, managing, or assessing resettlement and rehabilitation and direct project experience;
- Must have significant experience in social survey work, including field experience with involuntary resettlement operations;
- Ability to work well in a team environment, as well as work effectively with civil society organizations, donors, project staff, and other beneficiaries;
- Excellent Knowledge of GoS, GoP, ADB and World Bank land acquisition, resettlement, social inclusion, environmental safeguard related laws, regulations and procedures;
- Familiar with safeguards procedures of the multilateral financial institutions especially ADB;
- In-depth knowledge on development and gender and social inclusion issues;
- Excellent knowledge of gender and social inclusion issues in Pakistan and particularly in Sindh including social, political, and cultural gender norms and challenges;
- Excellent knowledge of the status of vulnerable and marginalized populations within Pakistan and particularly in Sindh and their engagement in social, political, and cultural realms;
- Experience engaging local stakeholders, including CSOs, members of Parliament, and other local and national government leaders in gender and social inclusion initiatives.
- Demonstrated knowledge of the passenger transport sector in Pakistan and particularly in Karachi, its challenges and opportunities
- Ability to build mutual trust, respect, and cooperation among team members;
- Good communication skills, including the ability to understand other people's points of view, and, where relevant, accommodate them for the good of the project;
- Well-presented and business-like.
- Fluency in English and Urdu.

3. METHOD OF RECRUITMENT

Direct Recruitment. Selection will be based on merit and competency.

Application Deadline: 5pm of 30th March 2020.

HOW TO APPLY: Interested candidates meeting the above criteria may apply by sending their CV with a cover letter stating their suitability for the post along with filled job application form and attested copies of educational and experience certificates, CNIC, photograph by email to: hr@transkarachi.pk.

Important note for email submission: Please mention post applied for in the subject line, along with candidate name. Further, we will not accept emails that are more than 3.5 MB in size. If required, segregate your emails to accommodate email data restrictions. For segregated emails please use sequence of emails like Email 1, Email 2 in the subject line. For attachment purposes, please only use MS Word, or PDF format.

Only short listed candidates will be invited for interview. No TA/DA will be admissible for interview

TransKarachi is committed to achieving workforce diversity in terms of gender and culture. Individuals from minority groups, indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the strictest confidence.