MINISTRY OF MINES AND MINERALS DEVELOPMENT

EMPLOYMENT OPPORTUNITIES

REQUEST FOR EXPRESSION OF INTEREST

INDIVIDUAL CONSULTING SELECTION

OPEN-NATIONAL

The Government of the Republic of Zambia will implement the Support to Transparency in Energy Transition Minerals Development Project with the involvement of the Zambia EITI National Secretariat within the Ministry of Mines and Minerals Development (MMMD). The Project development objective is to support the Government of Zambia to strengthen the transparent management of energy transition minerals through the EITI process. The Project is structured around three components: Component 1, Implementation of Data Integration and Online Reporting System for EITI Mainstreaming; Component 2, Enhancing Transparency and Accountability in Zambia's Extractive Industries; and Component 3, Project Management.

The Ministry seeks to recruit suitably qualified and experienced individual to express interest in the position of Environmental and Social Specialist under the Support to Transparency in Energy Transition Minerals Development Project.The successful consultant will support the implementation of the World Bank Environmental and Social Framework (ESF), including environmental and social risk management, stakeholder engagement, grievance redress mechanisms, environmental disclosures, and compliance with the Environmental and Social Commitment Plan (ESCP).

1.0 JOB TITLE; ENVIRONMENTAL AND SOCIAL SPECIALIST

1.1 JOB PURPOSE

The Specialist's role shall be anchored in the Project design and shall support ESF consistency across the following components and activities:

- **a)** Component 1, the ZEITI data platform upgrade for online EITI reporting, data integration and interoperability activities, the audit of the Mineral Output Statistical Evaluation System, and assessment of cross-border mineral trade data between Zambia and the DRC;
- **b)** Component 2, technical assistance for compliance with the 2023 EITI Standard, production and dissemination of ZEITI reports, support for state-owned enterprise disclosures, environmental and social disclosures, and stakeholder engagement on extractive sector governance; and
- **c)** Component 3, project management, procurement, reporting, stakeholder coordination, grievance management, capacity building, and implementation of ESCP, SEP, GRM, and simplified ESMP requirements.

1.2 RESPONSIBITY

a) Support the Zambia EITI National Secretariat in managing environmental, social, health, and safety risks and impacts of the Project in accordance with the ESCP and relevant ESSs.

b) Ensure that Project-financed terms of reference, procurement documents, consultant contracts, studies, ICT and data activities, consultations, capacity-building activities, and

outputs under Components 1, 2, and 3 integrate applicable environmental and social requirements.

c) Support inclusive, accessible, and SEA/SH-sensitive stakeholder engagement, grievance management, labor and OHS provisions, incident and accident reporting, and environmental transparency in the energy transition minerals value chain.

d) Build practical capacity within the Zambia EITI National Secretariat, the PMT, Project stakeholders, and relevant counterpart agencies on environmental and social risk management, social inclusion, grievance management, stakeholder mapping and engagement, and community health and safety.

1.3 QUALIFICATIONS AND WORK EXPERIENCE

a) Advanced degree in environmental science, environmental engineering, social development, sociology, natural resource management, public policy, mining governance, or a related field.

b) Minimum of 8 years of relevant experience in environmental and social risk management, stakeholder engagement, environmental governance, or public sector technical assistance, preferably in mining, natural resources, transparency, or digital governance programs.

c) Demonstrated knowledge of the World Bank Environmental and Social Framework or comparable international standards, including application of ESF requirements to technical assistance, studies, data systems, stakeholder engagement, and capacity-building activities.

d) Experience supporting SEP and GRM implementation, inclusive and SEA/SH-sensitive stakeholder engagement, labor management measures, worker grievance arrangements, occupational health and safety provisions, codes of conduct, and incident or accident reporting is required.

e) Knowledge of environmental data disclosure, EITI-linked transparency initiatives, environmental compliance information, tailings governance, mine closure and rehabilitation, water quality, climate considerations, or related mining-sector issues is an asset.

f) Strong analytical, writing, facilitation, coordination, and stakeholder engagement skills; fluency in English is required. Local language skills and experience in Zambia or the region are assets.

1.5 SUBMISSION DETAILS

Interested individual consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services as required in Terms of Reference. The submissions should include a cover letter summarizing the relevant experience and indicating its relevance to the assignment at hand. Applicants must meet the World Bank's eligibility requirements, including provisions relating to fraud, corruption, and sanctions. Should submit three (3) copies of their Curriculum Vitae (CV) in hard copy (one sealed envelope) by 27th November 2026, time 10:00hrs,Submissions should reference "ZM-MMMD-576314-CS-CQS and be dropped to the Tender Box on the 14th Floor of the Ministry of Mines and Minerals Development Headquarters, Lusaka.

1.6 TERMS OF REFERENCE

Detailed Terms of Reference may be obtained from the Procurement and Supplies Unit, Room 26, Ministry of Mines and Minerals Development Headquarters, between 08:30 and 16:30 hours.

1.7 ADDRESS:

Head, Procurement and Supplies Unit
For/ Permanent Secretary
Ministry of Mines and Minerals Development
New Government Complex, Nasser Road (12th and 14th Floors)
P.O. Box 31969, Lusaka, Zambia.