



Islamic Republic of Afghanistan  
Ministry of Rural Rehabilitation and Development  
Citizen Charter Afghanistan Program  
برنامه ملي ميثاق شهروندی



## External Vacancy Announcement

### Introduction

The Citizens Charter is a National Priority Program (NPP) of the National Unity Government (NUG) that was officially launched on September 25, 2016.

The Citizens Charter is an inter-ministerial, multi-Sectorial NPP, where Ministries have collaborated to provide basic services to rural communities. The key service delivery ministries involved are: Ministry of Rural Rehabilitation and Development (MRRD), Ministry of Education (MoE), Ministry of Public Health (MoPH) and Ministry of Agriculture, Irrigation and Livestock (MAIL), with oversight by Ministry of Finance (MoF). MRRD has a key role and will be responsible for infrastructural development and strengthening CDCs and Cluster CDCs. The Community Development Councils (CDCs) will be linked to sub-national government to improve communication and coordination from the community to the district, provincial and national levels - increasing Government visibility and accountability. The Citizens' Charter is an important foundation for the Government's reform agenda, contributing to a number of priority areas including: Ensuring Citizens' Development Rights; Building Better Governance; Reforming Development Planning & Management and Developing Partnerships.

The Citizens Charter intends to improve service delivery by ensuring minimum service standards, provide greater responsiveness by the Government to the people and increase the level of public satisfaction with services. The Charter commits to deliver the following core services across the country over a 10 year period:

- Basic health services
- Basic education access
- Safe drinking water and sanitation
- Improved farming technologies and the delivery of extension services
- Rural connectivity with tertiary roads
- Rural renewable energy

<b>Title:</b>	<b>Senior Environmental Social Safeguards Officer (EQRA)</b>
<b>Vacancy Announcement No:</b>	<b>278/HRMD/CCAP/MRRD</b>
<b>No. of Post:</b>	<b>1</b>
<b>Duty Station:</b>	<b>Kabul HQ</b>
<b>Duration:</b>	<b>1 year (extendable)</b>
<b>Salary:</b>	<b>As per NTA Salary Scale</b>
<b>Announcing Date:</b>	<b>17 June, 2019</b>
<b>Closing Date:</b>	<b>26 June, 2019</b>

### **About EQRA?**

EQRA aims to increase equitable access to primary and secondary education, particularly for girls, in selected lagging provinces, and to improve learning conditions in Afghanistan. The project introduces a shift from monitoring only enrolment of students (which also include permanently absent students) to focusing on bringing children into school and their attendance. EQRA will: (a) focus on the 17 most lagging provinces in terms of girls' attendance in schools; This includes nine provinces chosen as those with the highest numbers of out-of-school girls (Herat, Kabul, Nangarhar, Kandahar, Helmand, Ghazni, Kunduz, Balkh, Faryab), and eight provinces with the highest percentages of out-of-school girls (Urozgan, Zabul, Paktika, Wardak, Logar, Badghis, Khost, and Nuristan). (b) direct the system toward tracking and rewarding retention of students, especially girls, by tracking attendance of students as opposed to enrolment (the difference between actual attendance and enrolment is estimated between 30 percent and 35 percent); and (c) focus on strengthening the governance of general education to improve the service delivery transparently and strengthen accountability, an area which was not supported systematically under the previous operations.

### **About Citizens' Charter?**

The Citizens' Charter is a foundation for realizing the government's self-reliance vision. It is a promise of partnership between the Afghan state and its thousands of communities. The Charter is a government commitment to provide every village and city in Afghanistan with basic services, based on community's own prioritization. Built around the use of united community-level budgeting and financial reporting, under the Charter, communities oversee their own development goals, monitor the quality of service delivery, and report grievances to authorities and civil society. The Charter promotes inclusive development and accountability at all governance levels. It gives a voice to vulnerable groups such as women, returnees, and the poor. And it provides a positive Afghan government presence in areas that have previously only known lawlessness and poverty.

## **1. Schools construction through Citizens' Charter:**

Based on the decision of H.E. President Ghani on March 14th, 2018 the mandate for constructing rural schools with 6 to 12 classrooms under EQRA has been given to the Ministry of Rural Rehabilitation and Development (MRRD), to be implemented through Community Development Councils (CDCs) and Cluster Community Development Councils (CCDCs). EQRA, which is a US\$ 298 million program jointly funded by the International Development Association (IDA), the Afghanistan Reconstruction Trust Fund (ARTF) [and the Global Partnership for Education (GPE)] will support the construction of 1,946 schools (1,208 girls' and mixed schools and 738 boys schools) and provision of missing essential elements such as missing classrooms, boundary walls, water points, and latrines of a school building, as needed for additional 700 schools that have a building but lack these elements in the 17 selected provinces.

## **2. Objective:**

The objective of Environmental and Social Management Framework (ESMF) is to ensure environmental and social considerations and efficient and appropriate address of associated legal compliance requirements during all stages of sub-projects. It provides general policies, guidelines, codes of practice and procedures to be integrated into the implementation of these sub-projects.

Sub-projects financed with IDA resources need to comply with World Bank Operational Policies.

Therefore, activities eligible for funding under this program will be required to satisfy the World Bank's safeguard policies, in addition to conformity with environmental and social legislation of the Islamic Republic of Afghanistan. The ESMF has been developed by the Citizens' charter national priority program (CCNPP) for the proposed operation to ensure due diligence to avoid any environmental degradation issues. The purpose of this Framework also includes assisting the Community Development Council (CDC) in screening all the sub-projects for their likely environmental impacts; identifying suitable mitigation measures and implementation of these measures through an environmental mitigation plan (EMP).

The primary objective of the environmental management and monitoring is to record environmental impacts resulting from the sub-project activities and to ensure implementation of the 'mitigation measures' identified earlier in order to reduce adverse impacts and enhance positive impacts from specific sub-project activities. Having identified the potential impacts of the relevant sub-project through screening, the next step is the identification and development of measures aimed at eliminating, offsetting and/or reducing impacts to levels that are environmentally acceptable during implementation and operation of the project through the preparation and implementation of an Environmental Mitigation Plan (EMP). EMP provides an essential link between the impacts predicted and mitigation measures specified. In order to ensure that proposed mitigation measures have the intended results and complies

with national standards and donor requirements, an environmental performance monitoring program will be included in the EMP.

Institutions responsible for implementing mitigation measures and for monitoring their performance will be clearly identified. Timing, frequency and duration of mitigation measures with links to overall implementation schedule of the sub-projects will also be specified. As part of the capacity-building on environmental issues, selective staffs will receive training in ESMF application and environmental management.

### **3. Roles and Responsibilities of Senior Environmental and Social Safeguards Officer:**

The Social Safeguards Officer will be part of the Environmental and Social Safeguards Unit of the Engineering Division of CCNPP. Under the supervision of Head of Engineering Division (ED), and will work on various tasks closely within the ESS unit. Her main function will be to mainstream the environmental and social related and land acquisition issues in the implementation of CCNPP sub-projects. He/She will support and guide the activities of EQRA schools at the field level. Responsibilities of the Environmental and Social Safeguards Officer include but are not limited to the following:

#### **3.1 Responsibilities:**

1. Ensure effective integration of social, and land acquisition considerations into all aspects of identification, consultation, planning and implementation of sub-project activities;
2. Advise the CCNPP - EQRA and Engineering Division on the social and land acquisition implications of safeguard policies of the World Bank and indigenous peoples'/ethnic minorities policies of the national government;
3. Coordinate and liaising with, PMUs and FPs to ensure effective mainstreaming of social issues like land acquisition.
4. Ensure that Sub-project activities are consistent in their approaches to environmental social issues, thereby supporting full blending at the operational level;
5. Ensure that environmental and social related modules are incorporated in the training and capacity building programs designed for the CCNPP at all the levels.
6. Manage the implementation of all training and awareness raising related to social and land acquisition issues at PMU and CDC levels;
7. Define, and subsequently monitoring, suitable social indicators for sub-projects;
8. Provide social inputs to monitoring, evaluation, and reporting activities;
9. Ensure regular interaction with the External Consultants and World Bank Mission on social aspects;
10. Any other responsibility assigned by ESS/Gender Office

#### **Essential Qualifications and Experience:**

11. Bachelor Degree (must be certified by Ministry of Higher Education) in any discipline of in Environmental Sciences/ Engineering or a related field with suitable professional experience in the NGO and/or the World Bank funded projects with special emphasis on community development;
12. Minimum of 5 years of experience with direct project development and management experience in the social/rural development sector;
13. Experience in Environmental Impact Assessment (EIA) and Social Impact Assessment (SIA), preferably in the World Bank-funded projects;
14. Must be fluent in English and Dari/Pashto;
15. Familiar with CCNPP standard procedures and practices
16. Experience in the use of MS Office applications e.g. word, excel, PowerPoint etc.
17. Should be willing to work in Kabul and occasionally travel to the provinces to monitor progress on environmental, social safeguards screening, planning, and monitoring and to meet and interact with the female community and CDC members.

### **How to Apply:**

Please send your up-to-date CV with covering letter telling us why you are applying and how you met the required competencies before closing date, Interested Afghan Nationals should submit their applications in writing (clearly indicating on the subject line the title of the position and Vacancy Announcement Number E.g. **Senior Environmental Social Safeguards Officer - 278/HRMD/CCAP/MRRD** to: [vacancies@ccnpp.org](mailto:vacancies@ccnpp.org)

**Important Note:** any/all application without the mentioned subject line will not be consider,

The MRRD/CCNPP strongly encourages woman candidates to apply. It applies a pro-active and positive discrimination policy towards woman candidates as follows:

- Women candidates with slightly lower than the stated required educational qualifications will also be considered.
- If offered this position, the woman position holder will be allowed an adult male or female relative as a Mahram for official travel, if/when required.
- The MRRD and its CCNPP will promote a women-friendly environment with clear anti-harassment policies enforced.

The Human Resources Management and Development Division

Tashkilat Street, District 6th, Darul Aman

Citizens Charter National Priority Program

Ministry of Rural and Rehabilitation and Development

Kabul, Afghanistan