**Ministry of Transport and Infrastructure (MoTI)**

**Directorate-General of Infrastructure Investments (DGII)**

**Project Implementation Unit (PIU) for the   
RAIL LOGISTICS IMPROVEMENT PROJECT (RLIP)**

**TERMS OF REFERENCE   
FOR A   
SOCIAL SPECIALIST**

**Background**

The Ministry of Transport and Infrastructure (MoTI) of the Republic of Turkiye, through the Ministry of Treasury and Finance (MoTF), obtained financing from the World Bank (the Bank) towards implementation of the Rail Logistics Improvement Project (RLIP, “the Project”). RLIP will be financed by the Bank through an International Bank for Reconstruction and Development (IBRD) loan for which MoTI has been designated as the line ministry responsible for project implementation.

The overall objective of the Project is to increase rail freight traffic efficiency in main transport corridors in Turkiye by improving last-mile rail infrastructure connectivity, enhancing the operational efficiency of logistics centers and strengthening institutional capacity.

The specific objectives are as follows:

1. Provide last-mile rail connectivity to and from key cargo generation-attraction nodes at select freight corridors nationally;
2. Support capacity building and institutional strengthening at the main MoTI sub-agencies involved in the rail sector;
3. Improve rail freight service delivery;
4. Strengthen railway network planning; and
5. Promote multimodality through a more robust operation of Turkish State Railways (TCDD)-owned logistics centers.

The Project will be implemented through three components:

1. **Construction of Railway Branch Lines and Multimodal Connections at Priority Network Nodes (Component 1)**, including the provision of last-mile rail (and in select cases, road/multimodal) connectivity at well-prioritized portions of the Turkish railway network. The initial focus of Component 1 is the provision of last-mile rail and road connectivity to/from the greenfield maritime port of Filyos on the Black Sea Coast, and the provision of last-mile rail connectivity to/from key industrial zones adjacent to Iskenderun Bay in the Çukurova region. Additional network nodes to be connected to the main railway network at the last mile will be identified during project implementation.
2. **Feasibility Studies, Detailed Engineering Designs, Environmental and Social Documentation, and Construction Supervision for Rail Last-mile Connectivity Infrastructure at Additional Freight Nodes (Component 2)**, including consulting services to produce Feasibility Studies—including the environmental and social dimensions of project feasibility—for 12 potential last-mile rail (and, where necessary, complementary road/multimodal) connectivity infrastructure subprojects at pre-identified freight generation-attraction nodes currently disconnected from the national railway network. Engineering designs and environmental and social safeguards instruments will also be produced for a subset of these subprojects.
3. **Phase 2 COVID-19 Response Support, Institutional Strengthening, Capacity Building, and Project Implementation Support (Component 3)**, including consulting services to provide technical assistance and capacity building in the following areas: (i) support to MoTI [DGII, DGTSR (Directorate-General of Transportation Services Regulation), TCDD (Directorate General of Turkish State Railways)] on the preparation of a strategy document for rail freight sector performance improvement; and (ii) support to TCDD through the development of an operational and management model for rail-enabled logistics centers consistent with international best practice, properly contextualized to the Turkish environment.

MoTI’s Directorate General of Infrastructure Investments (DGII) assumes overall implementation responsibility of RLIP and serves as its implementing agency at the working level. A Project Implementation Unit (PIU) has been supervising all aspects of project implementation across all three (3) components. The PIU currently includes one environmental specialist and one social specialist. The selected consultant will work in close coordination with them. RLIP implementation period is approximately 7 years, between July 2020 and December 2027.

**Objectives**

The objective of this assignment is to engage an experienced consultant as the Social Specialist for the DGII PIU, responsible for overseeing the implementation of stakeholder engagement activities, ensuring the effective operationalization of the project’s Grievance Mechanism, and monitoring the implementation of social impact and risk mitigation plans, as well as all other social aspects of the Bank-financed project. The Social Specialist selected for the DGII PIU will be employed under the RLIP and will be primarily responsible for the management of all social risks and impacts associated with the implementation of RLIP activities. However, depending on the decisions and operational needs of AYGM, the specialist may also be assigned to other World Bank-financed projects, including those with co-financing or parallel financing arrangements.

**Duties and Responsibilities**

* 1. Ensure the Project and all its sub-projects are implemented in accordance with the World Bank’s Environmental and Social Framework (ESF), as well as with accordance with all social standards instruments produced for current and future sub-projects, including Resettlement Plans (RPs), Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs) and sub-management plans, site-specific Environmental and Social Management Plans (ESMPs), Labor Management Procedures (LMP), and Stakeholder Engagement Plans (SEPs);
  2. Establish a systematic approach for the RLIP to implement the SEP, in collaboration with the PIU’s existing environmental and social specialists, that identifies target groups and stakeholders for the RLIP, defines specific activities tailored for each group, and provides details of these activities to ensure the establishment of constructive relationships with project-affected parties in a timely and effective manner, and in compliance with the SEP.
  3. Establish, maintain, and manage all procedures related to the proper functioning of the Grievance Mechanisms (GMs) for the project’s affected parties, including (i) project affected persons (PAPs), and (ii) project workers, in accordance with the project’s SEP and LMP. Both GMs will be adapted to be able to receive, report, and address complaints of any kind, including complaints related to sexual exploitation and abuse (SEA) and sexual harassment (SH).
  4. Manage maintenance of up-to-date GM logs for PAPs and project workers. This includes collecting information from the field, logging and analyzing this information, as well as following up on any questions, comments and complaints, as necessary, and monitoring the closure of grievances and reporting to project management and stakeholders.
  5. Organize project meetings with various stakeholders to inform about the grievance mechanism and on social issues including cooperation and coordination with different stakeholders (including local population, local institutions, civil society organizations, relevant ministries and other government agencies, etc.) and review their requests, appeals and complaints if any.
  6. Identify groups of disadvantaged, vulnerable, or potentially excluded groups and prepare tailored outreach mechanisms to ensure inclusion of these groups, and ensure that project stakeholders are aware of and implement such mechanisms; ensure direct feedback channels on at least quarterly basis with said groups to gather their feedback and monitor their participation in project activities.
  7. Develop and/or refine project information materials for each target group and organize all aspects of their dissemination.
  8. In close collaboration with the existing environmental and social specialists of the PIU;
     + Conduct social screening of all sub-projects to ensure all potential social impacts are identified and addressed under applicable RPs/ESMPs/ESIAs and implemented prior and during civil works.
     + Oversee and contribute to the drafting of RPs for future sub-projects during project implementation, to be produced by consultants to be hired with loan proceeds;
     + Ensure implementation of all project RPs and produce periodic reports on implementation progress review performance to be used by PIU, DGII/MoTI and the World Bank and/or other IFIs;
     + Liaise with local authorities and inform them of commitments under RP provisions and ESF requirements for all sub-projects and ensure there will be no reputational risks to the DGII/MoTI and the World Bank and/or other IFIs;
     + Monitor land acquisition requirements of the Project and define mitigation measures in line with national laws and the World Bank and/or other IFIs’ policies that allow minimizing the impact of land acquisition;
     + Keep detailed records on the resettlement of PAPs and vulnerable groups entitled under the Project, including involuntary resettlement related to physical and economic displacement;
     + Ensure that measures are taken in order to minimize the livelihood impacts of the land acquisition and other immovable assets identified and minimized;
     + Maintain awareness of regulatory changes and inform PIU relevant personnel;
     + Carry out social surveys, support the preparation of reports on social impacts and risks, and contribute to maintaining acceptable standards for managing project-related social impacts during implementation;
     + Support the development of all social and environmental standards instruments to be prepared by external consultants (financed under the loan) for future sub-projects during implementation; oversee the approval of these instruments by the World Bank and/or other IFIs; and organize and conduct public consultations on draft documents prior to their final disclosure;
     + Contribute, as relevant regarding social development aspects, to the development of detailed engineering designs for future sub-projects, to be developed during project implementation by external engineering consultants financed by the loan;
     + Maintain business cooperation, requesting, collecting, and analyzing information on social issues received from all parties involved in project implementation;
     + Submit regular information on project implementation progress with regards to social issues (including information on the GM statistics and implementation of stakeholder engagement activities) to PIU leadership, DGII, MoTI, and the World Bank and/or other IFIs;
     + Report regularly as part of the project report to be submitted to the World Bank and/or other IFIs on all aspects related to social development, social issues, and project implementation performance regarding social safeguards (including information on the GM statistics and implementation of stakeholder engagement activities), consistent with the principles and standards of the ESF. This includes but is not limited to: visual inspections/screening, status of implementation of any RP, LMP, SEP, ESMP sub-management plans, SEA/SH incidents, communication with the beneficiary population, GMs, etc.;
     + Monitor on an ongoing basis the construction supervision consultants’ performance regarding all aspects related to identification and management of social issues covered under the ESF, and in accordance with all applicable project RPs, SEP, LMP, ESMP and sub-management plans, ensuring timeliness of report submissions;
     + Monitor on an ongoing basis, as regards social issues, contractors’ performance under the project to ensure contractors’ compliance with RPs, ESIAs, ESMPs and sub-management plans, LMP, SEP, and other relevant site-specific instruments, in accordance with the ESF and national applicable laws, regulations, and standards;
     + Review the work plans used as part of the preparation of RPs, ensuring that the safeguard tasks described in the work plans are properly sequenced with engineering tasks, and ensuring the RPs are implemented in line with the agreed ESS 5 principles;
     + Ensure that procurement documents include all necessary requirements to be consistent with ESF requirements as to social elements. Specifically, ensure that language on contractors’ social responsibilities is included in bidding documents and reflected in project contracts, and that awareness measures are conducted on these measures for contractors (as well as sub-contractors, where relevant);
     + Ensure that all environmental and social documents produced by consultants to be hired by the PIU are accurate and prepared in line with the requirements of the Turkish legislation and relevant policies and guidelines of the ESF;
     + Participate in all project meetings between PIU and contractors, in representation of social and resettlement issues at such meetings;
     + Carry out analysis and prepare progress reports on environmental and social issues and the implementation of the ESCP as input to the project quarterly E&S Progress Report to be submitted to the World Bank and/or other IFIs by the PIU;
     + Ensure close cooperation with the World Bank and/or other IFIs’ representatives on gender/social development in terms of consultation and information on the progress, achievements, and implementation challenges facing the project.
     + Ensure that all social standards are in line with World Bank requirements and/or other IFIs’ E&S requirements in projects of AYGM.

**Duration and Location of Employment**

The services will be required on a full-time basis. The Social Specialist is expected to commence work in September 2025, subject to a two months’ probation period and a renewable 1-year contract, if performance is satisfactory, through the duration of the project.

The position will be based in Ankara, and the consultant will be expected to travel to civil works sites and other relevant sites under the project throughout project implementation.

**Qualification Requirements**

* At least bachelor's degree in social science or professional experience in the fields of social management (Master’s Degree in social development, sociology, social studies, or related fields in the social sciences, will be an asset);
* Minimum three years of general work experience
* Specific work experience (not less than 2 years) with projects financed, in whole or in part, by international organizations or other international donors;
* Strong familiarity with the World Bank’s ESF or similar environmental and social policies of IFIs including the identification of impacts on land acquisition and resettlement, stakeholder engagement, operationalization of project level GM;
* Proven experience and ability to effectively engage and communicate with diverse stakeholders including citizens of diverse backgrounds, communities, civil society organizations, local government, civil works contractors, government agencies, etc.;
* Strong commitment to social inclusion, community engagement, and socially responsible project management;
* Good computer skills, all Microsoft Office applications;
* Good written and communication skills in English, especially writing and reading skills.
* Fluency in Turkish is required;
* Demonstrated ability to work within a large team and engage with team members of different technical background;
* Analytical thinking and problem-solving skills;
* Ability to travel without restriction to travel to project sites; and
* For male candidates (Turkish Citizens), military service must be completed.

**Hiring Methodology**

The Consultant will be hired in accordance with the World Bank’s “Procurement Regulations for IPF Borrowers (August 2018) (Procurement Regulations)”. The contract will be signed between the Directorate General of Infrastructure Investments (DGII) or his designee and the Consultant.

**Application Process**

The application should include a CV in the following format in English (Annex-1).

Attn: Mr. İrfan Kurnaz

Ministry of Transport and Infrastructure (MoTI)

Directorate-General of Infrastructure Investments (DGII)

Project Implementation Unit

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**Annex 1**

CURRICULUM VITAE

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of Staff** | | **:** |  |
| **Profession** | | **:** |  |
| **Date and Place of Birth** | | **:** |  |
| **Civil Status** | | **:** |  |
| **Home Address** | | **:** |  |
| **Phone** | **home** | **:** |  |
| **mobile** | **:** |  |
| **E-Mail** | | **:** |  |
| **POSITION APPLIED** | | **:** |  |

**KEY QUALIFICATIONS**

Specific experience in:

**EDUCATIONAL BACKGROUND**

**PROFESSIONAL EXPERIENCES**

**(Employment Record)**

**Language Proficiency :**

|  |  |  |  |
| --- | --- | --- | --- |
| 1. | Excellent | Good | Poor |
| Reading |  |  |  |
| Writing |  |  |  |
| Speaking |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| 2. | Excellent | Good | Poor |
| Reading |  |  |  |
| Writing |  |  |  |
| Speaking |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| 3. | Excellent | Good | Poor |
| Reading |  |  |  |
| Writing |  |  |  |
| Speaking |  |  |  |

**Computing Knowledge :**

Experience in:

**Membership of Professional Societies :**

**References and transcripts : AVAILABLE UPON REQUEST**

**Certification**

I, the undersigned, certify that to the best of my knowledge and belief, this biodata correctly describes myself, my qualifications and my experience.

Signature Date