REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – INDIVIDUAL SELECTION)

REPUBLIC OF ARMENIA
RESILAND: Armenia Resilient Landscapes Project
Grant No.: **P179988**
Assignment Title: SOCIAL AND GENDER SPECIALIST
Reference No. (as per Procurement Plan): AM-EPIU-475936-CS-INDV

The Republic of Armenia has received financing from the World Bank (the International Bank for Reconstruction and Development ("IBRD"), acting as an Implementing Agency of the Global Environment Facility ("GEF"), and the International Development Association ("IDA"), each acting as administrator of the Multi-Donor Trust Fund for Supporting Armenia Resilient Landscapes Project) toward the cost of the RESILAND: Armenia Resilient Landscapes Project, and intends to apply part of the proceeds for individual consulting services.

The Social and Gender Specialist supports the EPIU to ensure project full compliance with the national legislative framework on social risk management and World Bank's (WB) Environmental and Social Framework (ESF). In addition, the objective of this role is to ensure that the implementation of project activities is in conformity with the social policies of the EPIU, Global Environment Facility (GEF) and the Swedish International Development Cooperation Agency (SIDA). The Social and Gender Specialist also ensures relevant gender mainstreaming throughout the implementation of the project, including by developing and promoting a Gender Action Plan in alignment with project needs.

The duration of the assignment/contract: The Social and Gender Specialist will be hired for the initial period of 1 year. Upon the completion of each year, Social and Gender Specialist's performance will be assessed, and the contract may be extended annually (for each additional year) based on satisfactory performance.

The detailed Terms of Reference (TOR) for the assignment are attached to this request for expressions of interest in Annex 1.

The Environmental Project Implementation Unit now invites eligible Individual Consultants to indicate their interest in providing the Services. Interested Individual Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The Qualifications criteria are:

- University degree in Social Work, Sociology, Anthropology, Gender Studies, Social Science, Economics, or other related discipline.
- Minimum 3 years of experience in social and/or gender aspects of international donor-funded development projects.
- Experience in preparation of Social Management Plans.

- At least 1 year of experience in gender equality, preferably in rural settings of Armenia will be considered an advantage.
- Experience in stakeholder consultation processes, social risk assessments.
- Good interpersonal and communication skills.
- Fluent in English and Armenian; knowledge of Russian will be considered an advantage.
- Demonstrated ability to work in a team.
- Computer literacy (MS Office).
- Familiarity with WB Environmental and Social Safeguard Policies or Environmental and Social Framework will be considered an advantage.
- The quality of the EOI, including clarity, coherence, and comprehensiveness, will be considered an advantage.

The attention of interested Individual Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" September 2023 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

An Individual Consultant will be selected in accordance with the Selection of Individual Consultant (Section V) method set out in the Procurement Regulations.

Interested candidates should send a complete CV highlighting relevant experience and education, copies of all relevant educational certificates and employee's references to: resiland.epiu@gmail.com indicating the vacancy title "Social and Gender Specialist/RESILAND ARMENIA". Only the most qualified candidates/applicants will be contacted for interview.

The Evaluation Committee may invite the highest-ranked candidates, based on the assessment of their CVs, to participate in an interview prior to finalizing the evaluation results. Interviews may be conducted in person or through remote communication tools (e.g., telephone or video conference), as agreed with the candidate. The date and time of the interview will be communicated to the candidate at least five (5) calendar days in advance. If a candidate is unable to participate in the scheduled interview due to justified reasons, the Client may, at its discretion, agree on an alternative date and time. Failure to participate in the rescheduled interview may result in disqualification from the evaluation process. Any costs associated with participation in the interview shall be borne by the candidate.

Further information can be obtained at the address below during office hours (09:00-18:00).

Expressions of interest / CVs in English must be delivered via e-mail NO later than November 16, 2026, 18:00 (local time).

Environmental Project Implementation Unit
Attn: Armen Yesoyan (Acting Director of EPIU)
65A Tigran Mets Ave., 3rd fl.
Yerevan 0008, Armenia
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E-mail: resiland.epiu@gmail.com

ANNEX 1

RESILAND: ARMENIA RESILIENT LANDSCAPES PROJECT (P179988)

TERMS OF REFERENCE
for
SOCIAL AND GENDER SPECIALIST

1. Introduction and Background

The objectives of the RESILAND: Armenia Resilient Landscape Project are: (i) to increase the area under sustainable landscape management in Selected Locations and (ii) to promote sustainable economic activities to communities in Targeted Landscapes in Armenia. RESLAND Armenia follows an integrated landscapes approach to restore forests and wetlands and will rely on four key issues: (i) reduction of forest fragmentation and increase in density of tree cover by restoring the forest land degraded due to mining and by forest enrichment planting; (ii) improving management of neglected and abandoned wetlands, (iii) increasing community economic benefits, and (iv) strengthen the institutional foundation for the sustainable management of landscapes, creating green jobs, and increasing community benefits. Project activities are grouped into four interrelated components and their respective subcomponents. Under its main three components, the project will finance consulting services, non-consulting services, goods, equipment, training, workshops, as well as small works.

The Project's four Components include:

Component 1: Institutional Capacity and Policy Development.
Component 2: Landscape Restoration
Component 3: Promoting Communities' Benefits.
Component 4: Project Management, Monitoring & Evaluation, and Communication.

2. Project Implementation Arrangements

The Environmental Project Implementation Unit (EPIU), a State agency under the Ministry of Environment, will provide overall management of the Project preparation and implementation activities aimed at achievement of the planned results.

3. Objectives of the assignment

The Social and Gender Specialist supports the EPIU to ensure project full compliance with the national legislative framework on social risk management and World Bank's (WB) Environmental and Social Framework (ESF). In addition, the objective of this role is to ensure that the implementation of project activities is in conformity with the social policies of the EPIU, Global Environment Facility (GEF) and the Swedish International Development

Cooperation Agency (SIDA). The Social and Gender Specialist also ensures relevant gender mainstreaming throughout the implementation of the project, including by developing and promoting a Gender Action Plan in alignment with project needs.

4. Scope of Services

The Social and Gender Specialist will be responsible for the following tasks:

4.1 Ensure Compliance with Social Standards and implementation of Environmental and Social Commitment Plan

(i) Provide technical support to the Project team and advise on the application of the relevant social standards to ensure that all social requirements of the EPIU, WB, GEF and SIDA are complied with by the Project.
(ii) Ensure that the project team and relevant stakeholders are fully aware of these standards and their implications for project activities.
(iii) Oversee the implementation of the social provisions outlined in the Project's Environmental and Social Commitment Plan (ESCP), coordinate with Project team and stakeholders, monitor progress, and ensure that all social commitments are met in a timely and effective manner.
(iv) Regularly review project activities to ensure they comply with the social requirements of the EPIU, WB, GEF, and SIDA; conduct periodic assessments and evaluations to identify any areas of non-compliance and recommend corrective actions.
(v) Take immediate action, in agreement with the Project team, in the event of unexpected adverse social impact or ineffective mitigation measures identified during implementation.
(vi) Update the respective sections of the Project Operational Manual (POM) related to social risk management, labor management, and stakeholder engagement and grievance mechanisms upon necessity.

4.2Prepare and monitor implementation of E&S instruments

(i) Analyze potential negative social impacts and risks of the project, develop and implement preventative or mitigation measures, and establish a framework for monitoring and evaluating these impacts and risks incorporating those into respective E&S instruments.
(ii) Work closely with the Environmental Specialist to prepare, review and update social and environmental management plans required by the Project, including ESMPs for degraded forest related activities in each of the selected provinces, as well as ESMPs for wetlands in each selected areas (Gegharkunik and Lori Plateau Lakes) proposed for restoration.
(iii) Finalize the draft ESMPs for the restoration of Northern Kapan and Tandzut abandoned mining sites, incorporate respective findings of the social assessment into the ESMPs.

(iv) Monitor the implementation of site-specific ESMPs and in coordination with the EPIU-designated staff, conduct regular site visits at the intervention sites to monitor compliance to relevant social regulations.
(v) Review and provide feedback on the social aspects of all documents (including design, ESIA, contractor reports) produced under the Project.
(vi) Follow the implementation of E&S risk and impact screening procedures, and impact mitigation guidelines for small-scale infrastructure activities differing in locations from activities defined in the ESMPs.
(vii) Incorporate the relevant aspects of the ESCP, including, inter alia, the Labor Management Procedures, and code of conduct, into the Environmental and Social Health and Safety (ESHS) specifications of the procurement documents and contracts with contractors and supervising firms,
(viii) Review activity plan, design, cost, and bid documents to ensure social factors are incorporated, and subproject/ activity documents and environmental documents are in harmony.

4.3 Labor Management and Stakeholder Engagement

(i) Periodically review and update the Project Stakeholder Engagement Plan (SEP) and Labor Management Procedures (LMP) during the course of Project implementation as necessary.
(ii) Develop annual stakeholder engagement action plans specifying activities, timelines, and responsibilities for engaging with stakeholders throughout the year and follow-up on its successful implementation.
(iii) Follow the effective and timely implementation of SEP and LMP in accordance with the Project ESCP.
(iv) Together with the EPIU-designated staff and the representative of the contractor, conduct stakeholder consultations, as appropriate, to address any concerns related to project activities and to analyze the social aspects of project interventions.
(v) Establish project-specific procedures, including toolkits, guidelines for the operationalization of the LMP, including establishment of Workers Grievance Redress Mechanisms (WGRM).

4.4 Grievance Redress Mechanisms

(i) Adopt EPIU Grievance Redress Mechanisms (GRM) to collect, consolidate and address grievances related to Project activities in accordance with the Project SEP.
(ii) Ensure that the GRM is easily accessible to all stakeholders, including marginalized and vulnerable groups, conduct awareness campaigns to inform stakeholders about the GRM process, channels for submitting grievances, and expected response times.
(iii) Maintain a detailed record of all grievances received, including the nature of the grievance, actions taken, and outcomes achieved, ensure that these records are comprehensive and up to date.

(iv) Respond to and resolve grievances through the established GRM procedures promptly and efficiently.
(v) Include a summary of grievances and their resolutions in the Environmental and Social (E&S) chapters of the project's regular progress reports.
(vi) Perform operational analysis of grievances resolution process and suggest enhancements required to optimize redressal processes.

4.5 Training and capacity building

(i) Contribute to the on-going learning, effectiveness and development of project staff.
(ii) Support the development and implementation of training and other capacity-building activities for various stakeholders.
(iii) Together with Project Environmental Specialist, conduct trainings for Project workers on Environmental and Health Safety (EHS) requirements applicable to the works on wetland restoration, reclamation of abandoned mining sites and reforestation.
(iv) Conduct training sessions for the relevant staff of EPIU and other involved agencies, including but not limited to the Forest Committee, Hayantar SNCO, and its respective forest economies to cover the best practices of social management and WB ESF, the requirements of the ESSs, ESMPs, and the monitoring and reporting of EHS aspects of the Project,
(v) Conduct GRM training sessions for focal points at the local level and other relevant target groups.

4.6 Support and supervise socio-economic assessments.

(i) Guide the implementation of socio-economic assessments, including baseline assessment and final evaluation, ensuring that these activities are conducted in a structured and methodologically sound manner.
(ii) Review and provide feedback on the TORs to contract consulting firms, methodology documents and final assessment reports.
(iii) Conduct midterm and terminal social assessments to analyze the impact of project interventions,
(iv) Conduct social assessments and studies upon necessity and coordinate similar studies performed within the project.

4.7 The Social and Gender Specialist shall also

(i) Take immediate measures to find solutions to the problems encountered during the implementation of tasks/activities under his/her supervision.
(ii) Ensure the acceptance processes of the services provided within the framework of tasks under his/her supervision.

(iii) Perform any other task assigned by the Project Coordinator in the scope of social risk management, labor management, grievance redress and stakeholder engagement of the Project.

4.8 Gender Equality

4.8.1 Primary Responsibilities

(i) Review and update Projects Gender Action Plan within the first 1 month of the assignment.
(ii) Develop a methodology for gender assessment and data collection tools.
(iii) Provide trainings for relevant staff of EPIU and other involved agencies on the Gender Action Plan, Community health and safety and other related topics.
(iv) Conduct a desk review of any available studies related to gender in the project sites (existing gender analytical material developed for the project will be shared).
(v) Collect gender-disaggregated data on Socioeconomic and Environment/Climate Change issues concentrating on gender context in project sites. Produce gender-responsive community profiles of the demographic, socio-cultural, economic, environmental and institutional situation (including possible physical cultural property, natural habitats and biodiversity conservation areas) of each community to be impacted by the identified projects.
(vi) Develop background materials and briefs on gender equality in landscape restoration and management for project implementation purposes. This will include the compilation and sharing of international good practices.
(vii) Prepare necessary sections for the documents to be produced within the project to ensure necessary gender lens.
(viii) Implement the Gender Action Plan to meet the defined targets and monitor the implementation of proposed gender mainstreaming activities.
(ix) Ensure culturally sensitive engagement through gender lens for Molokan and Yazidi minorities in project target areas.
(x) Ensure Internally Displaced People gender equality issues in the project target areas.
(xi) Ensure the achievement of the proposed gender actions defined in the results framework, including but not limited to: (i) 'Female-headed new businesses developed/established as a result of project interventions' (end target: at least 40 percent); (ii) 'Percentage of female beneficiaries with improved knowledge and skills on integrated landscape management' (end target: at least 50 percent).
(xii) Prepare the final gender and safeguards analysis based on all the above with conclusions and recommendations to address gender gaps in the project including a number of specific interventions for women's engagement in the project.
(xiii) Other relevant tasks assigned by the Project Coordinator.

4.8.2 Contribution to the Work of Other Experts

(i) Assist in preparation of a gender sensitive communication strategy.
(ii) Contribute to the development of ESHS reports.

5. Deliverables, Reporting Requirements and Time Schedule for Deliverables

The Social and Gender Specialist delivers the following reports and documents:

Report	**Timeline**
Social Performance Report	Monthly
Gender Performance Report	Monthly
Bi-annual report on ESHS performance	Biannually

The timeline of preliminary deliverables is presented below:

Updated Gender Action Plan	Within 1 month of Contract Signing Date.
Finalized ESMPs for Northern Kapan and Tandzut abandoned mining sites	Within 1 months of Contract Signing Period or any other period as may be subsequently agreed with the Client in writing.
ESMPs for wetlands in each selected areas (Gegharkunik province and Lori Plateau Lakes) proposed for restoration	Prior to the bidding documents and commencement of any restoration works

6. Duration and Location

The Social and Gender Specialist will be hired for the initial period of 1 year. Upon the completion of each year, Social and Gender Specialist's performance will be assessed, and the contract may be extended annually (for each additional year) based on satisfactory performance. The Social and Gender Specialist is expected to remain engaged throughout the entire Project implementation timeframe/period. This is time-based contract, with full-time assignment.

Location: Yerevan, Armenia

The EPIU will provide:

(i)All relevant documents and materials including basic office supplies related to the assignment;
(ii)Suitable office in the EPIU's premises.

The Social and Gender Specialist is expected to travel to the Project's target regions (Gegharkunik, Syunik, Ararat, Lori)

7. Qualifications

- University degree in Social Work, Sociology, Anthropology, Gender Studies, Social Science, Economics, or other related discipline.
- Minimum 3 years of experience in social and/or gender aspects of international donor-funded development projects.
- Experience in preparation of Social Management Plans.
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- Demonstrated ability to work in a team.
- Computer literacy (MS Office).
- Familiarity with WB Environmental and Social Safeguard Policies or Environmental and Social Framework will be considered an advantage.
- The quality of the EOI, including clarity, coherence, and comprehensiveness, will be considered an advantage.

8. Application Process

Interested candidates should send a complete CV highlighting relevant experience and education, copies of all relevant educational certificates and employee's references to: resiland.epiu@gmail.com indicating the vacancy title "Social and Gender Specialist/RESILAND ARMENIA". Only the most qualified candidates applicants will be contacted for interview.