

Terms of Reference - Social Development Expert

A. Background

The Government of Assam plans to transform the quality of inland water transport services and integrate high quality passenger and vehicle ferry services into Assam's wider transport network. The Government of Assam (GoA) has received funding from the World Bank to support the Assam Inland Water Transport Project (AIWTP) which has led to the establishment of Assam Inland Water Transport Development Society (AIWTDS), under the existing Directorate of Inland Water Transport Assam, to implement the project. AIWTD Society seeks to engage Social Development Expert for providing operational support for all safeguard activities envisaged under the project.

B. Key Responsibilities

- Overall responsibility for overseeing the preparation, implementation and monitoring of Social Impact Assessment (SIA), Resettlement Action Plans (RAPs), Communication Strategy and implementation of communication action plan.
- Support AIWTDS in responding to queries from stakeholders.
- Organize and facilitate consultations and workshops with stakeholders.
- Prepare minutes and proceedings of consultations.
- Maintain and update the computerized data base related to the delivery of
- Resettlement Entitlements and generation of periodical progress reports.
- Manage Consultants responsible for the preparation of SIA and RAP.
- Review the output of Consultants.
- Coordinate with State Revenue Departments on matters related to land acquisition.
- Undertake field visits and organize focus group discussions with settlements around fixed terminals and others that may be affected by project and ancillary activities.
- Coordinate the meetings of various committees established for implementation of resettlement plans.
- Undertake field visits to review the progress at ground level.
- Manage the resettlement impact assessment studies and other studies related to resettlement.
- Set up system for grievance management as well as track and document grievances
- Capacity Building Activities:-General training of stakeholders; both class-room and on-site (including preparation of training material).
- Preparation of checklists/guidelines for sustainability of practices/long term usage by AIWTDS.
- Supervision and monitoring for compliance including inspections and preparation of reports thereof on the SIA and RAP studies by the Consultants and maintaining documentation of RAP Compliance.
- Reporting and Documentation:-Preparation of status/ monthly/ quarterly reports for AIWTDS and the World Bank on social aspects (such as Regulatory Clearances).
- Preparation of Compliance Reports for various stakeholder Ministries/ Departments of the Government of India and the State Governments (if required).
- Reviewing of reports concerned with social aspects.

- Any other duties assigned by State Project Director or Additional State Project Director.

C. Qualification

Master's/ Post Graduate Degree in relevant discipline e.g., Social Work/ Sociology /Anthropology

D. Experience:

- Minimum 10 years of experience in (land acquisition process), involuntary resettlement, stakeholder engagement & consultation and community participation, socio-economic surveys, conducting Social Impact Assessments, monitoring and implementation of Social Management Plans; preferably waterways, IWT or Port and Marine related infrastructure projects.
- Minimum 3 years of experience in any World Bank/ADB funded projects/Externally Aided Projects or similar Govt. of India funded projects/National level reputed projects.
- Knowledge/understanding of social impacts of large infrastructure projects; associated mitigation measures; and community consultations.
- Strong understanding and past experience of implementing World Bank Social Safeguard policies and ESHS guidelines;
- Field experience in assessing project site issues, vulnerabilities/risks as well as supervising/inspecting/monitoring projects during implementation to mitigate and monitor social impacts;
- Experience of working as social/resettlement official/expert for major Infrastructure projects;
- Familiarity with the working of State Government/Central Government/Projects funded by multi-lateral Agencies and preferably, work experience with a wide range of stakeholders including NGOs and international organizations
- Well versed with Central and States Acts and Policies related to land acquisition, provision of R&R, Labour laws etc.
- Familiar with World Bank, ADB, IFC and other multilateral funding agency's safeguard's policies and guidelines.
- Proficiency in use of Computers to manage data base and generation of reports (MS Word, Excel, and PPT) with overall good communication skills (in English and Hindi); knowledge of Assamese language is preferable.
- Have exposure to developmental sector aligned with National Sustainable development Goals and associated communication/advocacy and raise awareness among a wide spectrum of the populations and stakeholders.
- Have a fair knowledge of regulatory and legal environment related to development sector e.g. "Right to fair compensation and Transparency in land Acquisition Rehabilitation and Resettlement Act 2013 " domain knowledge of working of NGO/ charitable institutions in the country.

E. Competencies Required

- Strong conceptual, analytical skills with clarity of thought process and problem solving skills.
- Ability to work under tight deadlines with excellent organizational skills.
- Ability to work independently and a good team player.

- Strong communication skills with the ability to clearly and concisely convey necessary information, explain reasoning, and support conclusions using data and facts.

F. Place of Posting

One position will be based out of will be at Guwahati.

G. Age Criteria

Not more than 50 Years as on 1st January, 2025.

H. Period of Service

The contract shall be initially till 31-12-2025 with a provision of further extension on an annual basis upto the end of the project, subject to satisfactory performance as assessed by the State Project Director, AIWTD Society.

I. Remuneration

Consolidated Remuneration will be up to Rs. 60,000/- per month or 20% hike on the existing remuneration whichever is less. Depending on qualification, experience and competency of the candidate, the salary is negotiable. Remuneration payable will be determined as per HR Policy of AIWTDS.