



JOB OPPORTUNITY AS SOCIAL SAFEGUARDS SPECIALIST

WAPDA requires the services of a qualified and experienced Professional Social Safeguards Specialist as Individual Consultant for a project titled "Building Environmental and Social (E&S) Capacity in Hydropower Development in Pakistan" under World Bank Grant Facility as per following details:

Sr. No.	Position	Place of Posting	Eligibility Criteria
01	Social Safeguards Specialist	Lahore / Islamabad with travel to Hydropower Project sites as required	<p>Qualification: Master's / Bachelors (Hons.) degree (16 years of education) in Social Sciences/Development Studies/ Environmental Sciences/Gender Studies/Business Administration or related field from reputable & recognized local or foreign institution, duly recognized by the Higher Education Commission (HEC) of Pakistan.</p> <p>Experience: At least Ten (10) years of relevant/specific experience in Social assessment, resettlement, stakeholder engagement and community development in large infrastructure projects, with hydropower or dams experience preferred. Strong familiarity with World Bank ESF and Pakistan's legal framework. Experience in social capacity building and institutionalization.</p> <p>Note: Preference will be given to candidates having relevant work experience in International / World Bank Funded Projects.</p>

Tenure: -

The appointment will be on contract basis on Lumpsum package initially for a period of 01 year with 03 months probation period extendable on satisfactory performance of the individual / requirement of the Organization.

Pay Package: -

Market Competitive Lumpsum pay package based on qualification and experience will be offered.

Mandate / Charter of Duties:

- Review existing social safeguard processes, practices and systems across hydropower projects. Identify operational needs for LA&R, ESS, project management, finance, and senior management.
- Design a comprehensive social capacity-building program for hydropower covering land acquisition, resettlement, livelihood, labor, health, indigenous/vulnerable groups, gender, GBV/SEA risk mitigation, stakeholder engagement, and grievance redress to enable WAPDA to produce bankable project documents compliant to international banks/donor agencies requirements and World Bank CPF Pakistan.
- Project activities design, planning and implementation throughout the project stages.
- Develop tailored central and project level social procedures, manuals, and tools specific to hydropower.
- Prepare standard TORs for social assessment, surveys, RAPs, livelihood, labor, and gender / GBV risk studies.
- Design, deliver and arrange training / coaching for WAPDA staff on ESF social standards, consultations, RAP, GRM, Labor and GBV / SEA mitigation.
- Support piloting of improved social risk practices and grievance mechanisms, documenting lessons and best practices.
- Provide technical assistance to WAPDA ESS on reviewing and improving social instruments for hydropower projects.
- Support integration of social risk management into WAPDA's project cycles and central policies.
- Design and support social monitoring frameworks to trace resettlement, livelihood, GRM performance, and stakeholder engagement quality.
- Support implementation of social risk mitigation per the Environmental and Social Management Framework (ESMF).
- Advise on social risks that could cause or worsen community conflict or impact vulnerable groups throughout project.
- Ensure implementation and reporting of gender-tagged actions in the project.
- Develop, deliver and arrange awareness sessions with the Environment Specialist, with resource material and assessment. Conduct site supervisions during project implementation and provide feedback to leadership.
- Develop and maintain practical guidelines for an effective Grievance Response and Redressal Mechanism.
- Design, deliver and arrange training for WAPDA staff on Social Safeguards.
- Develop training modules for regular WAPDA technical programs. Recommend relevant short courses from international institutions for WAPDA staff.
- Coordinate with GIS/MIS & Environmental Specialists for ESF support and reporting needs.
- Participate in Project meetings and contribute to progress reports and presentations.
- Any other tasks assigned by the Project Director / Authority.

General Conditions & Instructions: -

- Prescribed application form is available on WAPDA's website (<https://www.wapda.gov.pk>).
- The recruitment will be governed by World Bank regulations.
- Only shortlisted candidates will be called for interview and no TA / DA will be admissible.
- WAPDA is an equal opportunity employer.
- Educational degrees must be from HEC recognized Universities / Concerned Boards duly verified.
- Original documents must be presented by the candidates at the time of interview.
- The candidates who have been weeded out of service on disciplinary ground as well as dismissed or debarred for future employment are not eligible to apply.
- The services on lumpsum pay package shall not be regularized at any stage.
- Applications carrying incomplete / incorrect information or received after last date of receipt shall be rejected. Any information found bogus at any stage during induction or later in service shall result in termination thereof.
- WAPDA reserves the right to withhold / cancel the recruitment process at any stage without assigning any reason.
- Candidates fulfilling the eligibility criteria specified above may submit their job applications on prescribed form alongwith a detailed CV, attested copies of all educational / experience certificates, domicile certificate, CNIC and 02 recent passport size photographs to **Director (Recruitment), B-26 WAPDA House, Lahore through courier / postal service within 10 days of publication of advertisement.**
- For any information / query, candidates may email on dgreect@wapda.gov.pk or contact +92-42-99200483.

DIRECTOR (RECRUITMENT) WAPDA

B-26, WAPDA House, Lahore. Phone No. 042-99200483