



**BELIZE SOLID WASTE MANAGEMENT AUTHORITY,
MINISTRY OF AGRICULTURE, FISHERIES, FORESTRY, the
ENVIRONMENT and SUSTAINABLE DEVELOPMENT**

**SOCIAL INCLUSION OFFICER FOR SOLID WASTE MANAGEMENT
PROJECT II**

A.) BACKGROUND

The Government of Belize (GoB) with funding from the Inter-American Development Bank (IDB), proposes to implement a five year project to improve solid waste management practices in the Northern and Southern Corridors (Corozal, Orange Walk, Belmopan, Dangriga, Placencia and Punta Gorda) that will support the goals of environmental protection, natural resource conservation, and protection of public health, safety and welfare. The project will also contribute to enhancing the image of Belize in the eco-tourism market and strengthen the Belize Solid Waste Management Authority (BSWaMA) as the entity responsible for improving solid waste management in the country.

Component 1 - Capital Investments to improve solid waste management: This component aims to improve municipal solid waste transport, recovery, and final disposal in the aforementioned Corridors as well as in Belmopan through the following investments: i) closure of six dumpsites, ii) construction of six transfer stations – sorting facilities iii) construction of a new cell at Mile 24 Regional Sanitary Landfill, and iv) final designs and supervision of civil works including the preparation of site-specific Environmental Assessments and Environmental and Social Management Plans.

Component 2 - Institutional Strengthening and Capacity Building: The resources allocated to this component will finance consulting services and activities to strengthen the SWaMA, including: (i) consultancies to support in the design and implementation of a cost recovery mechanism for solid waste collection, transport and disposal; (ii) external short-term consultants and training activities to strengthen knowledge in landfill and transfer station operations, composting, recycling and management of other waste streams such as hazardous waste, as well as advisory services in areas such as legal support for contracting activities and elaboration of regulatory guidelines; (iii) social communication/public education and awareness activities and materials; (iv) preparation and implementation of site-specific social inclusion plans for recyclers, and (v) consultancy for the design and implementation of an Environmental and Social Management System (ESMS) for BSWaMA.

B.) SCOPE OF WORK

The scope of services is to provide technical assistance to BSWaMA in promoting the social inclusion, formalization, and professional development of affected recyclers working at key project sites.



C.) SPECIFIC RESPONSIBILITIES

The Consultant shall:

- 1) provide support to the recyclers at 10 transfer station sites across Belize, in the formation, maintenance, and promotion of a cooperative; or other form of formally-recognized sustainable collective organization;
- 2) oversee the preparation of a Business Plan for the recyclers cooperative;
- 3) support BSWaMA and the IDB Project Team as needed in the updating and implementation of the Social Inclusion Plan (SIP) for the recyclers at each of the project sites, following the Social Inclusion Plan Framework as a guide and including, but not necessarily limited to: (i) consultation; (iv) documentation; and (iv) the monitoring of SIP related performance indicators;
- 4) provide support to all other affected groups of recyclers at the project sites. The exact nature of this support is to be determined in consultation with them, and in accordance with the Social Inclusion Plan Framework, but it should, among other things, involve actions designed to close gender gaps;
- 5) Ensure that the recycler groups are trained in teambuilding, organization, entrepreneurship and related skills; support and provide guidance as needed;
- 6) facilitate the development of partnerships (e.g., with the Cooperatives Department, Belize Recycling, private sector and buyers of recyclable materials, other GoB agencies, NGOs, credit unions, and local CBOs);
- 7) support the monitoring of SIP related performance indicators (as defined under item 3 above); and
- 8) prepare reports on the SIP implementation status, to be included in the semi-annual reports to the IDB.

D.) QUALIFICATIONS AND EXPERIENCE

The Consultant shall have the following:

- 1) Bachelor's degree in Social Work, Social Sciences, Community Participation, Community Planning or related discipline; A combination of a social science degree with a Business Management or Administration degree will be considered an asset.
- 2) Two (2) or more years professional experience in at least one of the following areas:
 - institutional strengthening, partnership building activities, community organization, development and conducting training, and fund raising;
 - experience working with poor and marginalized communities, particularly, the informal sector; the waste/recycling sector and/or small business development;



- 3) demonstrated capacity to conduct field-level interventions and processes with marginalized groups and engage in strategic planning and the preparation of key operational documents.

Good command of the English Language and the ability to speak Creole is a must. Knowledge of the Spanish language will be an asset.

E.) TERMS OF ENGAGEMENT

The successful candidate will be employed on a contractual basis. The initial contract period shall be one (1) year, and can be extended by mutual agreement in accordance with prevailing Belize legislation as well as results of her/his performance appraisal. The Consultant shall be paid a semi-monthly salary for the duration of the contract. In respect of visits to the transfer station sites, mileage will be paid based on prevailing GoB rates of BZ\$1.30 per mile. The duty station is the BSWaMA's office in Belmopan.

F. PAYMENT SCHEDULE

Negotiable based on qualification and experience.

G. APPLICATION

Interested persons may send their application letter, Curriculum Vitae (CV), and supporting documentation, hardcopy or by email, no later than September 7, 2018 at 2:00 PM Belize local time to:

Solid Waste Management Authority, Ministry of Agriculture

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