



Meghalaya Health Systems Strengthening Project

Government of Meghalaya



No. DHS/H-3/MHSSP/Hiring/2022-23 (XLIV)

Dated: 20.12.2022

ADVERTISEMENT

Applications from citizens of India are urgently required for appointment on a contractual basis for filling up the following post as given below for the **Meghalaya Health Systems Strengthening Project (MHSSP), Meghalaya.**

Sl. no	Name of Post	No of Post	Remuneration	Essential Qualification and Experience	Place of Posting
			(INR)		
1	Environmental Consultant	1	As per MHSSP norms	Masters in Public Health Engineering/ M Tech (Environment Engineering)/ or equivalent qualification in a related field, from any recognized university. Accreditation with NABET as SWM expert is preferable. Familiarity with MS Word, Excel, PowerPoint. Software proficiency and familiarity with AutoCAD, GIS survey. Work experience in Policy Development and fluent in spoken local language (Khasi/Garo/Pnar) will be an added advantage. Minimum 7 years' experience in managing, monitoring and supervising projects related to Environmental & Social aspects or having worked in a managerial position and having worked in a Public health domain.	Shillong

Qualified and interested candidates can submit their applications electronically through **Google Form** (Link below) only on or before **5:00pm of the 3rd Jan 2023**, with soft copies of their bio-data, certificates and job experience. The Terms of Reference for the above post can be downloaded from the MHSSP website under Recruitment (<https://meghssp.org>). The applications of the candidates will be screened and intimated in due course. For any future information updates, candidates are to check our website from time to time.

Terms and Conditions:

- All biodata and testimonials (incl. CV/Resume) are to be scanned and forwarded in a **single PDF file**.
- The competent authority may relax the minimum years of experience if the number of candidates meeting the requirement is less
- All applicants are required to fill out the Google form via <https://tinyurl.com/EC-MHSSP>

Sd/-

Ramkumar S, IAS

Project Director, MHSSP



Meghalaya Health Systems Strengthening Project
Dept. of Health & Family Welfare, Government of Meghalaya

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TERMS OF REFERENCE FOR ENVIRONMENTAL CONSULTANT UNDER THE MEGHALAYA HEALTH SYSTEMS STRENGTHENING (MHSS) PROJECT

Introduction to the Project

Meghalaya, a small state in the North East India, carved out of Assam in 1972, has a Legislative Assembly and three autonomous Hill Councils, covering all 11 districts. With a population of 3 million (2011), the state is on average poorer than rest of India, but more equitable, as only 12 percent of the population live below the national poverty line in comparison to 22 percent at the national level (2011-12). The state is predominantly rural (80 percent), with a hilly terrain, rapid urbanization and poor connectivity. With 86 percent of the population categorized as Scheduled Tribe, Meghalaya's main ethnic communities are the Khasis, the Garos and the Jaintias. The complexities in the governance structures provide unique challenges to social and health outcomes, that need local solutions.

The Government of Meghalaya is committed to improving the health status of its citizens.

Despite considerable challenges, the state has shown progress in various health indicators over the last decades. To further accelerate the progress, the Department of Health and Family Welfare (DoHFW), Government of Meghalaya with technical and financial support from the World Bank, is implementing 'Meghalaya Health Systems Strengthening Project' (MHSSP) in the state. The MHSSP intends to improve accountability, quality and utilization of health services in Meghalaya, especially among public facilities at the primary health center (PHC), community health center (CHC) and district hospital levels. In order to achieve its objectives, the MHSSP will over the next five years adopt a system approach to combine results-based financing and input-based financing with the aim of achieving enhanced performance management in the public sector.

The project activities are structured across 4 broad areas, while the first three address different parts of the project development objective (Accountability, Quality and Utilization), the fourth area is related to Contingent Emergency Response Component. The details are as under:

Area 1: Improve accountability and strengthen governance through Internal performance agreements: This will support the creation of an enabling environment for reforms at each level (state, district and sub-district), enhance performance of the DoHFW and its subsidiaries, and improve efficiency of the public health administration.

Area 2: Strengthen Systems to Sustain Quality of health service: This will focus on improving the quality of care through a comprehensive quality assurance for health service; augmenting systems related to human resource management, bio-medical waste management, procurement and supply chain, and project management capacity.

Area 3: Increase coverage and utilization of quality health services: This will mainly focus on increasing the coverage of the state health insurance program, pilot for strengthening primary care response through the Health and Wellness Centers, strengthening community interventions and engagement.

Area 4: Contingent Emergency Response Component: A mechanism for provision of immediate response to an Eligible Crisis or Emergency, as needed.

<u>Title:</u>	Environmental Consultant
<u>Duty Station:</u>	Shillong, Meghalaya
<u>Duration of Assignment:</u>	3 years, but renewal every year based on performance.
<u>Expected starting date:</u>	December 2022
<u>Direct Supervisor:</u>	Project Director, MHSSP
<u>No of vacancies:</u>	1 (One)
<u>Salary:</u>	As per MHSSP Norms

SCOPE OF WORK:

The objective of the assignment is to provide support to the project to improve the quality of health services with regard to Environment and Social Management Plan (ESMP - includes the indigenous people's plan) in consultation with stakeholders and monitoring activities as prescribed in the ESMP including waste management, design planning for monitoring of other hazardous waste(s), Liquid waste and strengthening of various other Environmental & Social aspects as may be required. The consultant will also provide technical assistance and ongoing support to MHSSP to facilitate timely and high-quality inputs for the social development theme, interwoven through all project activities. This includes strengthening and documenting the focus on remote and tribal populations, other vulnerable groups, and the equity focus of the project activities.

QUALIFICATIONS:

Masters in Public Health Engineering/ M Tech (Environment Engineering)/ or equivalent qualification in a related field, from any recognized university. Accreditation with NABET as SWM expert is preferable Computer proficiency and familiarity with MS Word, Excel, PowerPoint.

Software proficiency and familiarity with AutoCAD, GIS survey. Work experience in Policy Development and fluent in spoken local language (Khasi/Garo/Pnar) will be an added advantage

EXPERIENCE:

Minimum 7 years' experience in managing, monitoring and supervising projects related to Environmental & Social aspects or having worked in a managerial position and having worked in a Public health domain.

Environmental Management or Impact Assessment, including environmental health and safety (EHS) management related to health sector projects,

Experience in the implementation of waste & pollution control technologies in hilly areas.

Experience in design and implementation support for BMWM specifically: --- Understanding/Handheld work experience on Inclusive Solid & liquid waste management & also

- a) Deep burial pits,
- b) Sharps pits,

- c) Effluent treatment plant, & related infrastructure development works in hilly areas.

Work experience & understanding with compliances /coordination at state government reporting to the senior administrator level in the state government under externally aided projects such as World Bank/ Asian Development Bank /Japan International Cooperation Agency would be an added advantage Direct coordination and communication through state government with World Bank & Project Technical agency and keeping a track on the areas mentioned above and timely update.

Must be familiar with IoT based tools such as MS office & MIS tools. Applicant should be familiar with,

- a) ESMP/ESCP/ESIA/SEA,
- b) Gender sensitization & Implementation of Grievance Redressal at administrative (state) level,
- c) Stakeholder Engagement Consultation (SEC) would be beneficial.

JOB RESPONSIBILITIES:

- Provide technical assistance and coordination with Project management Unit for implementation of Environment & Social Framework (ESMF) as per the World Bank's guidelines.
- Provide technical assistance for implementation of BMWM Rules 2016 (& further amendments).
- Conduct meetings & trainings on ESF and BMWM.
- Monitor the compliance(s) of ESMF and BMWM Rules.
- Develop and implement plan for Grievance Redressal Mechanism and linkage from the health facilities to the Directorates.
- Develop plan for ICC, GRM, SEC and linkage from the health facilities to the Directorates.
- Conduct meetings and Trainings related to ICC, GRM, & SEC.
- Develop tools for monitoring the work progress in medical waste management
- Develop DPR/ project Strategy for Common Bio Medical Waste Management Facilities for the State
- Develop a detailed action plan based on ESMP for immediate and medium-term activities.
- Set up institutional arrangements as defined in ESMP
- Coordinate and manage the day-to-day activities identified in ESMP
- Implement capacity building and training plan for state and district level officials and TOTs
- Organize the procurement of consumables based on consultative discussions related to requirements, based on quality and quantity
- Coordinate the development of IEC materials

- Organize discussions with the pollution board and municipalities for better coordination
- Conduct the training activities as defined in the ESMP
- Conduct regular meet district- level officials to understand challenges and issues of implementation
- Undertake site visits and inspection visits on regular basis and maintain photographic evidence of ESMP implementation
- Document good case studies and modulate which show good implementation
- Monitor implementation of ESMP
- Regularly review the progress of environment-related activities to assess mid-term/interim performance of activities.
- Include monitoring of ESMP and indicators into project MIS and update resumed-term
- Commission a mid-term and end-line independent environmental audit of ESMP
- Coordinate the development of IEC materials
- Undertake field visits, including to remote and tribal areas to review challenges and interventions required in the design and implementation of the tribal strategy
- Monitor on implementation of the indigenous plan with photographic evidence
- Regularly review the program to assess activities' mid- term/interim performance.
Include monitoring and infers into project MIS and update regularly
- Commission a midterm the and end-line independent audit of tribal plan and gender strategy of the project
- Besides the above responsibilities, the consultant may be assigned additional tasks that are relevant to ESMP or the Environmental aspect of DoMHFW
DELIVERABLES/ SPECIFIC OUTPUTS
- Undertake Environment & Social Screening, planning and monitoring for all Civil Works and develop Environment and Social Commitment Plan (ESCP) for all sites
- Monthly and quarterly report on the compliance on Environment & Social Framework and BMWM Rules 2016 (and further amendments).
- To provide support in reviewing, gap assessment, management and fulfillment of any required Legal Compliance of Environment and Social Safeguard
- The professional will support as part of the PMU in Policy Development, Research and Analytical work, development of training modules, delivery of training related to environment sector, development of Detailed Project Report for Bio-Medical Waste (BMW) etc. and supervision or assessment of any specific issue related to environment management aspects in the State as required by the MHSSP. The professional should have the ability to exhibit structured thinking in technical aspects / concepts, to engage in data-based decision making to take result-oriented approach, and to provide excellent client services to the Project Management Unit.