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WORLD BANK/IFAD PROGRAM IMPLEMENTATION UNIT  
MINISTRY OF AGRICULTURE, REPUBLIC OF LIBERIA  
Rural Economic Transformation Project (RETRAP)  
1<sup>st</sup> Floor LIBSUCO Building Japan Freeway (Formerly Somalia Drive),  
Gardnersville – Monrovia, Liberia

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LOAN #: P175263; IDA: 69000

## **REQUEST FOR EXPRESSION OF INTEREST**

### **(CONSULTING SERVICES – FIRMS SELECTION)**

**Assignment Title: Consultancy Services for the Preparation of an Environmental and Social Management Plan (ESMP) for the Rehabilitation of Irrigation Schemes**

**REOI Reference No: LR-PMU-MOA-551325-CS-CQS**

#### **1. Background and Rationale**

The Government of Liberia, with funding from the World Bank, is implementing the Rural Economic Transformation Project (RETRAP) through the Ministry of Agriculture. Under Component 5, the project prioritizes the rehabilitation of critical agricultural infrastructure to increase productivity and promote climate-resilient farming.

Systemic barriers, such as inadequate irrigation infrastructure, continue to marginalize smallholder rice farmers. To address this, four priority sites have been identified for rehabilitation: Fargonda (Lofa), Kakata (Margibi), Meleki (Bong), and Sahnpa (Nimba). This assignment focuses on ensuring these interventions comply with national environmental regulations and the World Bank's Environmental and Social Framework (ESF).

**2. Objectives Primary Objective:** To develop a comprehensive and stand-alone Environmental and Social Management Plan (ESMP) for each of the four priority irrigation sites to ensure that environmental and social safeguards are effectively integrated into project activities across all phases (construction, operation, and decommissioning).

#### **Specific Objectives**

- Conduct baseline assessments of environmental and social conditions within the project areas.
- Identify potential environmental and social risks (e.g., water use, flooding, child labor, GBV/SEA/SH, and OHS risks).
- Propose concrete mitigation measures and institutional arrangements for monitoring.
- Facilitate stakeholder consultations to gather community feedback on the ESMP.
- Ensure full compliance with Liberia's EPA regulations and the World Bank's Environmental and Social Framework (ESF).

### 3. Scope of Work the Consultant:

- Provide technical descriptions of the proposed irrigation components and identify all activities of environmental or social concern.
- Review and collect primary baseline data on land ownership, land use, and socio-economic conditions.
- Assess national environmental regulatory requirements and compile necessary permits/clearances.
- Develop a detailed ESMP budget and a robust Monitoring Plan including specific indicators and means of verification.
- Conduct and document stakeholder consultations with farmers, women, CBOs, and local authorities.
- Prepare the final ESMP document and secure the necessary EPA Certificates.

#### The shortlisting criteria are:

**(a) Core Business and Number of Years in Business:** The firm must be a qualified Environmental Consultancy with a minimum of at least five (5) years of corporate experience in providing environmental consultancy services, specifically in the fields of Environmental Science, Environmental Engineering, or Natural Resources Management.

**(b) Technical and Managerial Organization of the Firm:** The firm must be certified by the Environmental Protection Agency (EPA) of Liberia to conduct environmental assessments.

**(c) Description of Similar Assignments:** Proven track record in developing and implementing ESMPs/ESIAs for World Bank-funded projects or other international organizations, specifically in the agriculture or irrigation sectors.

**(d) Experience in Similar Conditions:** Demonstrated experience working in rural Liberia or the West African region, including familiarity with local environmental policies and socio-cultural settings.

**(e) Availability of Appropriate Skills among Staff:** Evidence of qualified personnel, including an Environmental Specialist (Team Leader) and a Social Specialist with advanced degrees and extensive experience in World Bank ESF standards.

**Note: Key Experts will not be evaluated at the shortlisting stage.**

The detailed Terms of Reference (TOR) for the assignment can be found at the following websites: a) [www.moa.gov.lr](http://www.moa.gov.lr), b) Alternatively, it can be directly requested via email from [dkulah@moa.gov.lr](mailto:dkulah@moa.gov.lr).

The attention of interested firms is drawn to Section III, paragraphs 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers," Seventh Edition, September 2025, setting forth the World Bank's policy on conflict of interest. In addition, please refer to paragraph 3.17 of the Procurement Regulations on unfair competitive advantage related to this assignment. The Regulations are available on the Bank's website at [www.worldbank.org/procurement](http://www.worldbank.org/procurement). A Consultant will be selected in accordance with the Consultant's Qualification-based Selection (CQS) method set out in the Procurement Regulations.

Expressions of interest must be submitted electronically in a format that cannot be altered (PDF format is preferred) to the email address below by **26th May 2026 @ 5:00 pm local time.**

**Note: All expressions of interest MUST be submitted to the email address below:**

Galah Toto National Project Coordinator Program Implementation Unit (PIU)  
Ministry of Agriculture Rural Economic Transformation Project (RETRAP)  
2nd Floor LIBSUCO Building, Japanese Freeway (Formerly Somalia Drive), Gardnersville –  
Monrovia, Liberia Tel: +231-777576980  
Email: [retrapbids@moa.gov.lr](mailto:retrapbids@moa.gov.lr) with a copy to Email: [gtoto@moa.gov.lr](mailto:gtoto@moa.gov.lr)



MINISTRY OF AGRICULTURE  
Republic of Liberia  
Gardnersville, Somalia drive  
Monrovia, Liberia



Rural Economic Transformation Project (RETRAP)

LOAN #:

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TERMS OF REFERENCE FOR PREPARATION OF  
ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP),  
FOR THE IRRIGATION OF INLAND VALLEY SWAMP RICE FARMS REHABILITATION  
FOR FOOD SECURITY  
RURAL ECONOMIC TRANSFORMATION PROJECT (RETRAP)

## GENERAL INFORMATION

Description Assignment: Consultancy to Prepare an Environmental and Social Management Plan at Fargonda, Lofa County (129 Ha) Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.  
Kakata, Margibi County (31 Ha) Construction of a Concrete Gravity Dam and Development of Inland Valley Swamp (IVS) Rice Production  
Meleki , Bong County (61.1 Ha) Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.  
Sahnpa, Nimba County (400 Ha): Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.

Project Location: Lofa , Margibi, Bong, and Nimba  
Type of the contract: Consultancy firm ( Lump sum Contract)  
Duration: 8 weeks  
Expected Start Date: Immediately after Concluding Contract Agreement

## BACKGROUND

The Government of Liberia, with funding from the World Bank, is implementing the Rural Economic Transformation Project (RETRAP) through the Ministry of Agriculture. The project's development objective is to enhance productivity and market access for smallholder farmers and agri-enterprises engaged in selected value chains—Rubber, Rice, Cassava, Livestock (Poultry and Piggery), and Vegetables—across 15 counties.

Under Component 5, RETRAP prioritizes the rehabilitation of critical agricultural infrastructure to increase productivity, strengthen rice production, and promote climate-resilient farming systems. As part of this initiative, four priority sites have been identified for detailed Environmental and Social Management Plan .

- Fahngonda, Lofa County: Rice farming is central to the local economy, yet productivity remains constrained by insufficient irrigation and underdeveloped farm infrastructure.

- Kakata, Margibi County: The existing irrigation system is severely degraded, with collapsed canals and broken water control structures resulting in inefficient and unreliable water supply.
- Meleki, Bong County: The central dam and associated water channels are in poor condition, limiting effective water retention and distribution and leaving farmers vulnerable to droughts and floods.
- Sahnpa, Nimba County: Farmers currently depend entirely on rainfall. A new irrigation scheme is proposed to provide a consistent water supply, enabling year-round rice cultivation for the first time.

Rice farming is a cornerstone of food security and rural livelihoods in Liberia, serving as both a primary staple and a vital source of income for smallholder farmers. However, national rice production remains highly vulnerable due to a widespread dependence on rain-fed agriculture. Seasonal rainfall variability frequently leads to crop failures, reduced yields, and economic instability within farming communities.

A key constraint is the lack of reliable irrigation infrastructure. Many existing systems—including dams, canals, bunds, and water control structures—have deteriorated due to age, inadequate maintenance, and climate-related stresses. This has resulted in inefficient water distribution and an inability to sustain consistent, year-round rice cultivation.

## **OBJECTIVES OF THE ASSIGNMENT**

The Rural Economic Transformation Project (RETRAP) seeks a qualified Environmental Consultancy firm, certified by the Environmental Protection Agency (EPA) of Liberia, to develop a comprehensive Environmental and Social Management Plan (ESMPs).

The assessment will focus on the following priority project sites:

- Fahngonda (129 Ha), Lofa County: Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.
- Kakata , Margibi County (31 Ha) Construction of a concrete gravity Dam and development of Inland Valley Swamp (IVS) Rice Production
- Meliki , Bong County (61.1 Ha) Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.
- Sahnpa, Nimba County (400 Ha) Rehabilitation and Improvement of Concrete Irrigation Canals and Development of Inland Valley Swamp (IVS) for Rainfed-Adapted Rice Production.

The Consultancy firms shall prepare a stand-alone Environmental and Social Management Plan (ESMP). This includes specifying mitigation measures, monitoring protocols, institutional arrangements, and performance standards for managing identified environmental and social impacts of project activities across all project phases (construction, operation, and decommissioning).

The final ESMP must ensure full compliance with Liberia’s national environmental regulations and the World Bank’s Environmental and Social Framework (ESF). The overarching objective is to promote sustainable development practices and safeguard the welfare of affected communities.

## **SCOPE OF THE SERVICES**

The selected Firm for the Environmental and Social Management Plan (ESMP) for each site will conduct a comprehensive evaluation of the potential environmental and social impacts arising from the planned project activities in Fahngonda (Lofa County), Kakata (Margibi County), Meleki (Bong County), and Sahnpa (Nimba County).

The scope of the ESMP will include, but is not limited to:

- ✓ Provide technical description of the proposed project and identify all activities of environmental/social concern;
- ✓ Review and collect primary data on the existing environmental and socio-economic baseline conditions of the project area of influence including land ownership and land uses of the command area as well as on-farm activities and farm management/work organization systems;
- ✓ Develop an Environmental and Social Management Plan covering identified E&S risks/impacts, mitigation measures, responsible party/parties for implementation of the mitigation measures and budget for activities in each of the project (preconstruction, construction, operational and decommissioning).
- ✓ Develop monitoring plan for the identified environmental and social impacts as the part of Environmental and Social Management Plans (ESMP) of each proposed project sites. The monitoring plan shall include monitoring indicators, means of verification, monitoring frequency and monitoring cost
- ✓ Develop a detailed budget for the Environmental and Social Management Plan (ESMP).

The ESMP will outline mitigation measures, monitoring protocols, and institutional arrangements to ensure that environmental and social safeguards are effectively integrated into project activities.

#### Introduction

### 1. Introduction and Project Background

2 Provide a context and background to the project include objectives and scope of the ESMP **Project Description**

- ✓ Detailed description of the project components (interventions) each scheme e.g. size of pumps to be rehabilitated or installed, size of the command area, types, size and length of canals to be rehabilitated or constructed, and activities to be undertaken (e.g. land preparation, and trenching) as well as categories of workforce and equipment including operational support e.g. supply of fertilizers. Also present the target number of farmers and workers (by gender) and size of farm as well as water demand and use requirements

### 3. Legal and Regulatory Framework Analysis:

- ✓ Assess the national environmental regulatory requirements applicable to RETRAP and ensure alignment with the World Bank's environmental and social standards.
- ✓ Compile a list of all necessary environmental permits and clearances required for the project.

### 4. Stakeholder Engagement:

- ✓ Conduct consultations with farmers, women, CBOs, impacted communities, local authorities, and other relevant stakeholders to collect their inputs and concerns regarding the project's environmental and social implications
- ✓ Present a summary of all stakeholder consultations undertaken as part of the preparation of the ESMP, including summary of issues discussed and areas for future consultations and strategies for information disclosure and dissemination as well as further engagement. All meetings should be documented with signed minutes.

### 5. Baseline Conditions

Provide baseline socio-economic and ecological data of the project and sphere of influence including but not limited to population of the sphere of influence, employment and economic conditions (agriculture, industry and commerce), ethnicity and religion, land ownership in the project zone (including gender dimensions of land ownership), membership of community and farmer based organization and organization of farm work and gender roles in farm work. Ecological and environmental parameters include and but limited to air and water quality analysis and water use assessments

## **6. Environmental and Social Risk Management**

### **Environmental and Social Management Plan (ESMP):**

Undertake a detailed review of the proposed project activities across all proposed project sites. to identify potential environmental and social impacts and risks. Examples of environmental and social risks/impacts of the proposed sub project are excessive water use and water shortage, vegetation and fauna losses, flooding, waterlogging use of child and forced labor incidence of GBV/SEA/SH and infectious and OHS risks etc.

- ✓ Propose concrete mitigation measures to avoid, minimize, or mitigate the identified adverse environmental and social impacts and risks packaged in the form of a plan. The ESMP shall cover preconstruction, construction, operational and decommissioning phases of the project. It will include the identified adverse environmental and social impacts/risks, mitigation measures, responsible party or parties to implement the mitigation measures and an estimated budget or cost of the mitigation measures.
- ✓ Prepare an environmental and social monitoring plan as part of the ESMP, including monitoring indicators, designation of responsibilities for environmental and social monitoring, and specify the frequency and methods of monitoring activities as well as cost of monitoring.

## **7. Institutional Arrangements**

- ✓ Outline institutional roles and linkages for both farm/off- farm work as well as management of the scheme and proffer guidelines for scheme governance
- ✓ Identify needs to strengthen the institutional and technical capacity of the Ministry of Agriculture and local stakeholders in environmental and social management.
- ✓ Recommend training programs and other capacity-building activities to implement the ESMP effectively.

## **8. ESMP Implementation Budget:**

- ✓ Prepare a detailed composite budget that outlines the financial resources required to implement the ESMP, including costs for mitigation measures, monitoring activities, and capacity-building initiatives.

## **9. Reporting and Documentation:**

- ✓ Prepare a final ESMP document consolidating all findings, assessments, and plans developed during the consultancy. This document shall include relevant Annexes including maps, diagrams, pictures and signed minutes of all consultative meetings and agreements

## **DELIVERABLES**

- Conduct a baseline assessment of the environmental and social conditions within the project area.
- Identify potential environmental and social risks and impacts of Fargonda, Kakata, Meleki and Sahnpa project sites.
- Develop a comprehensive Environmental and Social Management Plan (ESMP) that outlines mitigation measures, monitoring protocols, and institutional responsibilities the selected scheme

- Facilitate stakeholder consultations to gather input and feedback on the ESMP.

## **EXPECTED OUTPUTS**

The Consultant Firms will be expected to produce the following outputs during the period of the consultancy:

1. An Inception Report: execution of the agreement, at which time synopsis and a schedule for preparation of the ESMP are to be submitted.
2. Submission of Draft ESMP
3. Final ESMP and EPA Certificate

## **PAYMENT METHOD**

1. 30% upon submission of Inception Report - execution of the agreement, at which time synopsis and a schedule for preparation of the ESMP is to be submitted
2. 45% upon Submission of Draft ESMP -
3. 25% upon submission of the Final report and EPA Certificate

## **DURATION**

The preparation of the ESMP is expected to be completed within 8 weeks. Regular progress reports and consultations with the Ministry of Agriculture and other relevant stakeholders will be required to ensure that the ESIA aligns with project objectives and meets international environmental and social safeguards standards.

## **INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS**

The Consultant will work under the overall direction and guidance of the Environmental Safeguards Specialist for RETRAP and the Operations Manager of RETRAP.

## **MINIMUM ELIGIBILITY CRITERIA OF THE CONSULTANT (FIRM)**

**The firm selected must possess the following:**

- A minimum of five (5) years of corporate experience in providing environmental consultancy services, specifically in the fields of Environmental Science, Environmental Engineering, or Natural Resources Management.
- Technical Expertise: Demonstrated experience in the preparation and implementation of Environmental and Social Management Plans (ESMPs) or Environmental and Social Impact Assessments (ESIAs). Preference will be given to firms with specific experience in irrigation infrastructure, large-scale agriculture, or rural development projects.
- Regulatory Compliance: The firm must be duly certified and licensed by the Environmental Protection Agency (EPA) of Liberia to conduct environmental assessments and management planning.
- Project Track Record: Evidence of having successfully completed at least two (2) similar assignments in the last five years, preferably for projects funded by international financial institutions (e.g., World Bank, IFAD, AfDB).

## **MINIMUM ELIGIBILITY CRITERIA OF THE CONSULTANT KEY PERSONNEL**

### **A. Environmental Specialist/Team Leader**

- ✓ The Environmental Specialist must possess at least a Master's Degree in Agriculture, environmental science, Environmental Engineering, Natural Resources Management, or a related field from a recognized institution. A minimum of 15 years of professional experience in environmental and social management roles, particularly those involving irrigation, agriculture or rural development projects.
- ✓ Knowledge in World Bank ESF and relevant ESSs, particularly ESS1, ESS3, ESS4 and ESS6
- ✓ Prior experience developing and implementing Environmental and Social Management Plans (ESMPs) for projects funded by the World Bank and other international organizations.
- ✓ Demonstrated experience conducting environmental and social impact assessments and designing mitigation measures for projects in countries and other developing countries.
- ✓ Experience working in Liberia or the West African region, including familiarity with local environmental policies, legal frameworks, and socio-cultural settings, is highly desirable.
- ✓ EPA certification or equivalent in environmental assessment and management is mandatory.
- ✓ Training certifications related to the World Bank Environmental and Social Framework (ESF) or other international safeguard policies are highly advantageous.
- ✓ A certified member of the Union of Environmental Professional of Liberia
- ✓ Knowledge of GIS tools will be an advantage
- ✓ Fluency in English (both written and oral) is required

**B. Social Specialist**

- ✓ Must possess a minimum master's degree in development studies, Development Planning, Sociology, Rural Development or related social science discipline from a recognized university.
- ✓ Knowledge of World Bank ESF and relevant ESSs, particular ESS1, ESS2, ESS4, ESS5, ESS8 and ESS10
- ✓ Knowledge of Liberia's land, labor and social protection law and policies
- ✓ Prior experience in stakeholder consultations in rural settings and developing and implementing Environmental and Social Impact Assessment (ESIA) and/or and Environmental and Social Management Plans (ESMPs) for projects funded by the World bank and other international organizations.
- ✓ Experience working in Liberia or the West African region, including familiarity with local environmental policies, legal frameworks, and socio-cultural settings, is highly desirable
- ✓ Fluency in English (both written and oral) is required

The Consultant firms are free to include any additional professional staff based on their understanding of the scope of the assignment and cost their time input as part of the financial proposal

**CONFIDENTIALITY AND PROPRIETARY INTERESTS**

All deliberations relating to preparations of the Environmental and Social Management Plan, including all information collected from various meetings/documents, primary & secondary data, etc., shall be kept confidential and shall not be divulged to any third party either verbally or in writing or any other form, policies, and procedures of the World Bank Fraud and Corruption will apply.