



REPUBLIC OF LIBERIA

MINISTRY OF COMMERCE & INDUSTRY (MoCI)

Liberia Investment, Finance & Trade Project (LIFT-P)

INSURANCE BUILDING, 5TH STREET-SINKOR, OPPOSITE CONEX GAS STATION
MONROVIA, LIBERIA

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REQUEST FOR EXPRESSION OF INTEREST (REOI) (CONSULTING SERVICES – FIRM SELECTION)

Liberia Investment, Finance and Trade Project (LIFT-P)

Project ID: P171997

Credit Number 7037-LR

Grant Number D9690-LR

March 12, 2026

Individual Consultant to Develop Environmental and Social Risk Management Strategy for the Liberia Special Economic Zone Authority (LSEZA), LR-MOCI-535954-CS-INDV

The Republic of Liberia through the Ministry of Commerce & Industry has received financing from the International Development Association (IDA)/ World Bank towards the cost of implementing the Liberia Investment, Trade & Finance Project (LIFT-P). LSEZA's primary objective is to create an enabling environment for investment, industrialization, and job creation within designated geographic areas. The Authority has identified the development and improvement of zones and parks, and a proposal to conduct market and demand assessments of the identified zones and parks is ongoing.

Key Objectives of the Assignment

The objective of the consultancy is to develop an Environmental and Social Risk Management Strategy for the LSEAZ for integration into the LSEZA's core operations and investment processes.

Scope of the Assignment

The consultant hired under these Terms of Reference is expected to undertake this assignment by:

1. Reviewing and analysing all LSEZA-related documents (existing LSEZA operational plans, internal Acts and policies), applicable national and international best practices in SEZ operations such as the IFC performance standards, the EPA Act, the Equator Principles, the Environmental Protection and Management and Laws of Liberia, and any relevant GIIP document related to SEZ operations, and engaging key stakeholders,

including government officials, industry representatives, the overall private sector, civil society organizations, development partners, informal sector players, SMEs, local communities, and academia to familiarize him/herself with the LSEZA's mandate, objectives, and recently validated regulation and strategies as well as gain a thorough understanding of the existing socio-economic conditions related to the operations of the LSEZA.

2. Analysing current environmental and social risk management mechanisms carried out by the LSEZA and identifying gaps and areas for improvement based on national needs and global best practices. The assessment should include institutional capacity and competency for ESRM.
3. Undertaking comprehensive field visits and conducting a thorough analysis of the current socio-ecological and biophysical landscape of LSEZA, including environmental scoping and social baseline studies at designated zones (including the Monrovia Free Zone, the Monrovia Industrial Park, Buchanan Special Economic Zone and other zones to be identified) to assess biodiversity impacts, identify land acquisition requirements, determine sensitive ecosystems, evaluate pollution risks, assess climate vulnerabilities, and other environmental and social risks, collecting all necessary data, which will form the basis of developing the strategy.
4. Formulating a comprehensive environmental and social risk management strategy that complies with national and international standards and includes specific goals and actions, an implementation roadmap, monitoring, and performance indicators. The strategy should outline LSEZA's approach to handling current and perceived E&S Risk. The strategy should be integrated with plans for stakeholder engagement, capacity building, emergency preparedness and response, monitoring and evaluation, risk assessment and due diligence in project investment, and a grievance mechanism.
5. Providing basic training to LSEZA staff on addressing environmental and social risks, ensuring environmental sustainability, and the requirements for the successful implementation of the strategy. Training modules will be developed based on the consultant's research and will be approved by the LIFT project PIU and the LSEZA Administration.

The detailed Terms of Reference (TOR) for the assignment can found at the link below:

hppt //: www.moci.gov.lr / www.emansion.gov.lr

The Ministry of Commerce and Industry now invites eligible Individual Consultants (“Consultants”) to indicate their interest in providing the Services. Interested Individual Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. The shortlisting criteria are listed as per the Terms of Reference provided below. The Consultant should have minimum qualifications and experience as follows:

- A Master's Degree in environmental science, Environmental Management, sociology, development studies, or environmental/civil engineering or any other related field.

- Minimum of 7 years of progressive professional experience in environmental and social risk management for large-scale infrastructure, industrial, or urban development projects, preferably in the context of Special Economic Zones.
- Demonstrated experience supporting the design and implementation of an Environmental and Social Management System for SEZ regulatory institutions
- Demonstrated experience in stakeholder engagement and consultation, and development of ESRM policies and systems.
- Excellent practical and working knowledge of national environmental and social sustainability laws, regulations, guidelines, standards, etc. A broader knowledge of GIIP would be an asset.
- Experience working in a developing country context, preferably in Sub-Saharan Africa, with direct experience in Liberia.
- Demonstrated experience in knowledge transfer, especially experience in developing and delivering ESRM training/capacity building.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers dated July 2016, Revised November 2017, August 2018, November 2020, September 2023, February 2025 and September 2025 ("Procurement Regulations"), setting forth the World Bank's policy on conflict of interest.

The Consultant will be selected in accordance with the Individual Consultant Selection (INDV) method set out in the Procurement Regulations for IPF Borrowers (July 2016 as Revised in November 2017, August 2018, November 2020, September 2023, February 2025 and September 2025).

Further information can be obtained at the address below during office hours, i.e., 0900 to 1600 hours GMT, Monday to Friday.

Expressions of interest must be delivered in a written form to the address below (only by email) on or before **Thursday March 26, 2026**, with subject: "**Individual Consultant to Develop Environmental and Social Risk Management Strategy for the Liberia Special Economic Zone Authority (LSEZA), LR-MOCI-535954-CS-INDV**".

Liberia Investment, Finance and Trade Project (LIFT-P)
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Terms of Reference

Consultancy to Develop Environmental and Social Risk Management Strategy for the Liberia Special Economic Zone Authority (LSEZA)

Post Title: Individual Consultant to Develop Environmental and Social Risk Management Strategy for the Liberia Special Economic Zone Authority (LSEZA)

Location of Post: Headquarters of the Liberia Special Economic Zone Authority (LSEZA), Monrovia, Liberia

Contract Duration: 3 Months

Reporting Line: Executive Chairman of the LSEZA

Recruitment Type: Local

Type of Contract: Individual Consultant

BACKGROUND

Liberia is actively pursuing economic diversification and growth through the establishment and development of Special Economic Zones (SEZs) across the country. The Government of Liberia has established the Liberia Special Economic Zone Authority (LSEZA) and appointed its Executive Chairman and members of the Board of Directors consistent with the 2017 Special Economic Zones Act. The Authority was established with a mandate to develop, regulate, and manage SEZs across Liberia, aiming to attract domestic and foreign investment, foster industrial growth, and generate employment opportunities.

LSEZA's primary objective is to create an enabling environment for investment, industrialization, and job creation within designated geographic areas. The Authority has identified the development and improvement of zones and parks, and a proposal to conduct market and demand assessments of the identified zones and parks is ongoing.

The Government is determined to continue with the implementation of its new spatial strategy to accelerate large and potentially transformative private sector investments. This approach is focused on new growth corridors, industrial parks, and special economic zones, which will allow for better coordination within the government and with the private sector.

All of these efforts will require building an enabling environment for a robust investment climate, encompassing sustainable development, to ensure that economic growth within SEZs is achieved without compromising environmental integrity or social equity.

The development and operation of SEZs, while offering immense economic potential, inherently involve activities that can pose significant environmental and social risks if not properly managed. These include, but are not limited to, land acquisition, infrastructure development (including roads, utilities, and industrial facilities), increased resource consumption, waste generation, potential pollution, labor influx, and impacts on local communities and livelihoods, among other factors.

Given the potential environmental and social impacts associated with SEZ operations and recognizing these challenges, LSEZA aims to ensure that all SEZ initiatives adhere to the highest national and international environmental and social standards.

Against this backdrop, the LSEZA has requested the Liberia Investment, Finance and Trade Project (LIFT-P), which is funded by the Government of Liberia and the World Bank, to secure the services of an individual consultant to develop an Environmental and Social Risk Management Strategy for integration into its core operations and investment processes.

Objectives of the Consultancy

The objective of the consultancy is to develop an Environmental and Social Risk Management Strategy for the LSEAZ for integration into the LSEZA's core operations and investment processes.

Scope of Services

The consultant hired under these Terms of Reference is expected to undertake this assignment by:

6. Reviewing and analysing all LSEZA-related documents (existing LSEZA operational plans, internal Acts and policies), applicable national and international best practices in SEZ operations such as the IFC performance standards, the EPA Act, the Equator Principles, the Environmental Protection and Management and Laws of Liberia, and any relevant GIIP document related to SEZ operations, and engaging key stakeholders, including government officials, industry representatives, the overall private sector, civil society organizations, development partners, informal sector players, SMEs, local communities, and academia to familiarize him/herself with the LSEZA's mandate, objectives, and recently validated regulation and strategies as well as gain a thorough understanding of the existing socio-economic conditions related to the operations of the LSEZA.
7. Analysing current environmental and social risk management mechanisms carried out by the LSEZA and identifying gaps and areas for improvement based on national needs and global best practices. The assessment should include institutional capacity and competency for ESRM.

8. Undertaking comprehensive field visits and conducting a thorough analysis of the current socio-ecological and biophysical landscape of the LSEZA, including environmental scoping and social baseline studies at designated zones (including the Monrovia Free Zone, the Monrovia Industrial Park, Buchanan Special Economic Zone and other zones to be identified) to assess biodiversity impacts, identify land acquisition requirements, determine sensitive ecosystems, evaluate pollution risks, assess climate vulnerabilities, and other environmental and social risks, collecting all necessary data, which will form the basis of developing the strategy.
9. Formulating a comprehensive environmental and social risk management strategy that complies with national and international standards and includes specific goals and actions, an implementation roadmap, monitoring, and performance indicators. The strategy should outline LSEZA's approach to handling current and perceived E&S Risk. The strategy should be integrated with plans for stakeholder engagement, capacity building, emergency preparedness and response, monitoring and evaluation, risk assessment and due diligence in project investment, and a grievance mechanism.
10. Providing basic training to LSEZA staff on addressing environmental and social risks, ensuring environmental sustainability, and the requirements for the successful implementation of the strategy. Training modules will be developed based on the consultant's research and will be approved by the LIFT project PIU and the LSEZA Administration.

Expected Output and Deliverables

The specific deliverables of the assignment will include:

S/N	Deliverable	Description	Timeline
1.	Inception Report	A detailed inception report outlining proposed work plan, timeline and methodological design on the conduct of the service.	1 weeks after contract signing
2.	Scoping and baseline study report	A detailed environmental and social scoping report outlining current environmental and social risk management mechanisms carried out by the LSEZA and identifying gaps and areas for improvement based on national needs and global best practices. The scoping report should highlight the outcome of the review and analysis conducted on all SEZ related documents, applicable national and international best practices in SEZ operations as outline under the scope of work.	3 weeks after contract signing

3		Report for the comprehensive field visits and thorough analysis of the current socio-ecological and biophysical landscape of the LSEZA designated zones to assess biodiversity impacts, identify land acquisition requirements, determine sensitive ecosystems, evaluate pollution risks, assess climate vulnerabilities, and other environmental and social risks as outlined in the scope of work.	6 weeks after contract signing
3.	Draft Strategy	A comprehensive draft of strategy document outlining specific goals and actions, an implementation roadmap, monitoring and performance indicators, and policy recommendations for environmental and social risk management. The implementation roadmap should be detailed with timelines, milestones, and resource requirements and specific plans and contents as described in the scope of service.	8 weeks after contract signing
4.	Final Strategy	A finalized or validated strategy document outlining specific goals and actions, an implementation roadmap, monitoring and performance indicators, and policy recommendations for environmental and social risk management. Updated implementation roadmap with timelines, milestones, and resource requirements and plans. The final document must be validated by relevant stakeholders identified in the scope of service and endorsed by the LSEZA Executives to certify the validation process.	10 weeks after contract signing
5.	Training Report	Training report detailing the training conducted, its methodology, impact, outcome and key LSEZA staff trained and modules covered.	12 weeks after contract signing

Qualification and Experience

- A Master's Degree in environmental science, Environmental Management, sociology, development studies, or environmental/civil engineering or any other related field.
- Minimum of 7 years of progressive professional experience in environmental and social risk management for large-scale infrastructure, industrial, or urban development projects, preferably in the context of Special Economic Zones.
- Demonstrated experience supporting the design and implementation of an

Environmental and Social Management System for SEZ regulatory institutions

- Demonstrated experience in stakeholder engagement and consultation, and development of ESRM policies and systems.
- Excellent practical and working knowledge of national environmental and social sustainability laws, regulations, guidelines, standards, etc. A broader knowledge of GIIP would be an asset.
- Experience working in a developing country context, preferably in Sub-Saharan Africa, with direct experience in Liberia.
- Demonstrated experience in knowledge transfer, especially experience in developing and delivering ESRM training/capacity building.
- Fluency in written and spoken English is essential. The ability to write reports and make presentations is required.

Institutional Arrangement

The successful consultant will sign a contract with the Government of Liberia through the Project Implementation Unit at the Ministry of Commerce and Industry. The Consultant shall report to the Executive Chairman of LSEZA and also to the LIFT project through the E&S Specialist to the Project Coordinator. The reporting schedule and format will be defined in the contract.

Duration of Consultancy

The duration of the consultancy is 3 months.