

REPUBLIC OF GHANA
MINISTRY OF ROADS AND HIGHWAYS
DEPARTMENT OF FEEDER ROADS

REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)

Name of Project	Ghana Market Access and Connectivity Project (GMACP)-Project Preparatory Grant
Grant Number	IDA-E6230
Assignment Title	Engagement of a Gender and GBV/SEA-SH Specialist under Ghana Market Access and Connectivity Project (GMACP)
Procurement Plan Ref Number	GH-MRH-DFR-560054-CS-INDV
Country of Delivery	Ghana

1. The Government of the Republic of Ghana has received a Grant from the World Bank towards the cost of the Project Preparation for the Ghana Market Access and Connectivity Project (GMACP), and intends to apply part of the proceeds for the Engagement of a Gender and GBV/SEA-SH Specialist.

The primary objective of this assignment is to recruit a Gender and GBV/SEA-SH Specialist (GBV Specialist) to provide technical leadership on gender equality, social inclusion, and Gender-Based Violence (GBV), including Sexual Exploitation and Abuse/Sexual Harassment (SEA-SH) risk management.

The consulting services (“the Services”) will ensure integration of gender equality and SEA-SH risk management into project design, implementation, and monitoring in line with Ghanaian legislation and the World Bank Environmental and Social Framework (ESF), particularly ESS1, ESS2, ESS4, ESS5, and ESS10. The Individual Consultant is required to undertake the following activities among others:

1. Support the Agency Implementation Team (AIT) in the implementation of the Environmental and Social Commitment Plan (ESCP) and ensure effective integration of gender and SEA-SH considerations into all project preparatory activities, including Terms of Reference, Bidding Documents and Evaluation of Bids.
2. Undertake technical review of the E&S instruments, feasibility studies and detailed designs to ensure effective integration of gender, GBV and SEA-SH risk mitigation measures within the GMACP preparatory activities and related implementation arrangements.
3. Provide advisory support to the AIT on emerging gender and social risk issues during project preparation.

4. Review the gender and SEA-SH aspects of all relevant E&S instruments and reports including ESIA, ESMF, RAP, LMP, SEP, GRM and SEA-SH-related instruments, to ensure compliance with the national regulatory requirements and WB ESS, and support disclosure of such instruments with the Safeguards Team
5. Support awareness creation, stakeholder sensitisation and information dissemination on the project-related gender, GBV and SEA-SH issues.

The estimated level of effort (professional person-months) is 1.27 person-months.

The implementation period for the assignment is expected to be 4 months from the commencement of the Assignment. The detailed Terms of Reference (TOR) for the assignment can be obtained by sending an official request to the email addresses given below.

elormnyoagbe@icloud.com, cynthia.anane@mrh.gov.gh, efua.akwetea-mensah@dfr.gov.gh

The Ministry of Roads and Highways (MRH), acting through the Department of Feeder Roads, now invites eligible Individual 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. Consultants are expected to submit a Curriculum Vitae (CV) with a description of experience in similar assignments, similar conditions, etc. Firms' staff may express interest through the employing firm for the assignment and, under such situation, only the experience and qualifications of individuals shall be considered in the selection process.

2. Eligibility Requirement for the Assignment

The best qualified Individual Consultant to carry out the services will be selected in accordance with the Individual Consultant Selection (ICS) method set out in the World Bank's Procurement Regulations for IPF Borrowers, the Seventh (7th) Edition, September 2025 ("the Regulations"). The criteria for selecting the Consultant are:

(a) Minimum Mandatory Requirements (pass/fail):

- i. Certified copy of Academic Degree (Master's Degree in Gender Studies, Social Sciences, Sociology, Development Studies, Law, Public Health, Psychology, Social Work, Rural Development, or a related field).
- ii. Minimum of 10 years of post-qualification experience in gender analysis, gender mainstreaming, GBV/SEA-SH risk assessment, survivor-centered prevention and response programming, and gender-responsive GRMs, preferably within infrastructure or civil works projects.
- iii. Evidence of experience in preparation and implementation of safeguards instruments such as GBV/ SEA-SH Action Plans, LMP and GRM frameworks under donor-funded projects in Sub-Saharan Africa (SSA) within the last 10 years.

(b) Criteria for ranking of consultants - experience & qualifications (with scoring):

Criterion	Description	Max Score
1	Master's degree in Gender Studies, Social Sciences, Sociology, Development Studies, Law, Public Health, Psychology, Social Work, Rural Development, or a related field.	15
2	Minimum of 10 years of post-qualification experience in gender analysis, gender mainstreaming, GBV/SEA-SH risk assessment, survivor-centered prevention and response programming, and gender-responsive GRMs, preferably within infrastructure or civil works projects	15
3	Experience in at least two (2) completed similar assignments within the last ten (10) years involving the preparation of safeguards instruments such as GBV/ SEA-SH Action Plans, LMP and GRM frameworks under donor-funded projects in Sub-Saharan Africa (SSA).	20
4	Experience in the implementation of safeguards instruments such as GBV/ SEA-SH Action Plans, LMP and GRM frameworks under World Bank-funded projects within the last ten (10) years.	15
5	Experience in managing GBV/SEA-SH risks associated with contractor management, labour influx, and community interactions under transport infrastructure or major civil works projects.	15
6	Have a minimum of 7 years' experience in technical and advisory role on World Bank or other donor-funded projects, within the transport or infrastructure sector.	10
7	Evidence of experience in the design and delivery of training and capacity building in GBV/SEA-SH for project staff and local stakeholders	10
	TOTAL	100

The attention of interested Consultants is drawn to paragraphs 3.14, 3.16, and 3.17 of the World Bank's Procurement Regulations for IPF Borrowers, the Seventh (7th) Edition, September 2025 ("the Regulations"), setting forth the World Bank's policy on conflict of interest.

Further information can be obtained at the address below during office hours 0900 to 1600 hours GMT.

Expressions of interest (CV) should be clearly, marked "**Engagement of a Gender and GBV/SEA-SH Specialist under Ghana Market Access and Connectivity Project (GMACP)**" and must be delivered Original and copy in a pdf electronic format to the address below (in person, or by email) by 16:00 hours GMT on 20th August 2026.

**THE AG. DIRECTOR
DEPARTMENT OF FEEDER ROADS
NO. 1 URBAN CLOSE, MINISTRIES
3RD FLOOR, ROOM 302.**

PRIVATE MAIL BAG, MINISTRIES, ACCRA, GHANA.

DIGITAL ADDRESS: GA-143-2730

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