

Terms Of Reference (Tor)

Internship Program _ Environmental and Social Intern (E&S)

I. Introduction

This ToR is for a trainee internship position in the field of Environmental and Social “E&S” Management within PWA/PCU. The purpose of this internship is to provide practical training and exposure to the field E&S management, enabling the intern to improve their knowledge and skills in a professional work environment.

- **Supervisor:** PCU Manager
- **Duration of Contract:** For Fresh Graduate: 6 months (with possible extension of another 6 months)
- **Expected starting date:** September / 2025

II. Background

Project Context

Water Security and Resilience Program (WSRP) is a World Bank, International Development Association (IDA) – financed project that is being implemented by the Palestinian Water Authority (PWA). The Project was signed on May 2023, aiming at increasing the equitable access to safe water and sanitation services and to improve service delivery. This objective is expected to be achieved over a 12-years period program through a series of Projects (SoP), of which the operation detailed in this document is the first.

The programmatic approach will ensure continuity of the sector’s engagement and facilitate a sustained contribution to the Bank’s ongoing support to the water sector in the West Bank and Gaza (WB&G). The proposed Program will have strong links to the water sector interventions co-financed by the World Bank and the Partnership for Infrastructure Development Multi-Donor Trust Fund (PID MDTF) that play a crucial role in addressing the challenges in the sector and critical water services in priority areas under the first project, while also laying the basis for rebuilding better in the long-term.

The first of the series of projects (WSRP-1) will finance water supply infrastructure and capacity building to improve water services to the people of Jenin Governorate, in addition to covering the O&M for the Hebron WWTP and will support capacity-building for sector specialists and institutions at the level of the PA, **The Project will consist of four components:**

Component 1 (Improvement of Water and Wastewater Infrastructure and Service Management): Will finance the Improvement of Water and Wastewater Infrastructure and Service Management. Component 2 (Improvement of Water Sector Institutions Performance): Will finance the Improvement of Water Sector Institutions Performance. Component 3 (Project management and monitoring) which shall also support launching an internship program to facilitate entry into the water sector for the Environmental and Social “E&S” young professionals (fresh graduates of 2023 and 2024).

The internship program will offer hands-on training within the context of water projects. Interns will gain an experience that will improve their capacities and knowledge, and ease their hiring; this will eventually aid in overcoming the high youth unemployment existing in the WB&G.

III. Objectives

The primary objectives of the internship program are to:

1. Provide interns with an opportunity to apply and upgrade their theoretical expertise through participating in practical projects.
2. Enhance interns' technical skills, problem-solving abilities, and project management capabilities.
3. Facilitate networking and provide interns with opportunities to work under the supervision of experienced professionals in the water sector and possibly future employment.

4. Foster innovation and creativity by encouraging interns to propose and implement novel solutions to best handle and overcome projects-related challenges.

IV. Scope of Work:

The internship program will ensure the involvement of interns in the various stages of the water projects, including participating in the design and planning phase, and monitoring the implementation and operational phases to improve understanding the technical aspects and challenges of water infrastructure development in Palestine. More specifically the E&S internship will be trained using the World Bank safeguards environmental and social policies.

V. Duration

The internship is expected to last for a specific duration, (typically 6-12months). The exact start and end dates will be determined upon agreement between the trainee and the PCU manager.

VI. Expected Commitment

The candidate must be committed to the job, enthusiastic to learn, hardworking and responsible in everything, but especially with their own safety and the safety of others. He/she must be able to organize his/her time efficiently, identify project goals and plan to achieve them.

VII. Beneficiaries

The beneficiaries include:

- Recent graduates (2024 and 2025) with a BSc degree in Hydrology, Environmental Engineering/Sciences.

Candidates selected to work for the PWA and the water utilities under the program will benefit from access to the labor market, which is especially challenging for youth in the WB&G. The internship program will have a special focus on female candidates, who will benefit from professional and career enhancement opportunities.

VIII. Duties and Responsibilities

PWA is considering the engagement of a qualified E&S young professional to mainly:

1. Assist in the implementation of the Environmental and Social Management Framework, including problems identified and documentation of positive environmental and social impacts in the areas of intervention.
2. Participate and support the E&S staff in:
 - a. Ability to review, understand, and evaluate (when required) Environmental and Social Assessment studies (i.e Environmental and Social Impact Assessment “ESIA” and Environmental and Social Management Plan/s “ESMP/s”)
 - b. Review, understand and implement key E&S Instruments to manage the E&S risks and impacts throughout the project, mainly: The Environmental and Social Commitment Plan (ESCP), Environmental & Social Management Framework (ESMF), Stakeholders Engagement Plan (SEP), Labor management procedure (LMP), Resettlement Framework (RF), Grievance Mechanism (GM);
 - c. Review, understand and implement Project Operations Manual (POM);
 - d. Review and evaluate Site Specific Management Plans such as Pollution Prevention Plan, Waste Disposal and Effluent Management Plan (WMP), Occupational Health and Safety (OHS) Plan, Traffic Management Plan (TMP), Emergency Response Plan (ERP), etc.
3. Assist in ensuring proper implementation of and compliance with the E&S Management Plans, and other key E&S documents in accordance to the project contracts and financing agreements.

4. Participate in coordination with stakeholders to ensure efficient stakeholders` engagement. This may include:
 - a. Stakeholder identification and analysis;
 - b. Planning the strategy, timing and modality of stakeholder engagement;
 - c. Disclosure of information;
 - d. Consultation with stakeholders;
 - e. Addressing and responding to grievances; and
 - f. Reporting to PCU on stakeholders` engagement.
5. Participate in coordinating technical meeting (if required).
6. Participate in preparing consolidated E&S Monitoring and Progress Reports under the direction of the project E&S specialists.

IX. Qualifications

A. Education:

- B.Sc. in Engineering e.g. Hydrology, Environmental Engineering/Sciences or related fields.
- Applicants graduated before 2023 are not eligible to participate.
- Priority to be given for candidates who had not benefited from other similar internship/training programs.

B. Knowledge

- Knowledge in E&S management, Risk and Impacts Assessment Methodology; Water sector in Palestine
- General knowledge of the applicable laws and polices include: Palestinian Environmental Law, Palestinian Environmental Assessment Policy, Palestinian Water Law, Palestinian Labor Law, etc.

C. Interpersonal skills:

- Interns are expected to demonstrate sensitivity and adaptability towards cultural, gender, and age differences.
- Good communication skills, commitment to work, and management and conflict resolution skills;
- Ability to engage with different stakeholders and partners in the project;
- Fast learner and interested to gain knowledge.

D. Language:

Working Knowledge in Arabic and English (reading, writing, speaking).

X. Benefits

The selected intern shall benefit from the program by:

1. A remunerated training program, and a working station within the targeted project area. The compensation for the trainee intern will be determined based on local regulations and PWA policies.
2. Practical experience in E&S management of water projects.
3. Supervision and guidance from experienced E&S professionals.
4. Exposure to various E&S requirements, instruments, and evaluation and monitoring processes.
5. Opportunities to develop E&S management and reporting skills.
6. Potential networking opportunities within the water sector.

XI. Evaluation and Feedback:

Regular performance evaluations will be conducted to assess the intern’s training progress and provide constructive feedback. The intern will have the opportunity to discuss their goals, challenges, and areas for improvement with their assigned supervisor or mentor. The trainees will be evaluated based on their performance and ability to complete assigned tasks in a timely and accurate manner.

XII. Confidentiality and Intellectual Property:

The trainee / intern shall respect and maintain the confidentiality of any sensitive or proprietary information encountered during the internship. They should adhere to data protection regulations and PWA’s policies regarding the handling of data. The intern shall be required to sign a non – disclosure agreement to maintain the confidentiality of the PWA’s information.

XIII. Termination:

Either party may terminate the internship agreement with reasonable notice and justification. The PWA reserves the right to terminate the internship if the trainee fails to meet the expected performance standards or violates PWA policies.

XIV. Insurance and Liability:

The trainee / intern is responsible for their own health and accident insurance coverage. The PWA shall not be held liable for any injury, loss, or damage incurred during the internship.

XV. Agreement and Acceptance:

By accepting this internship position, the trainee / intern agrees to abide by the terms and conditions outlined in this document. Any amendments or modifications to these terms require written consent from both parties.

XVI. Application Procedures

Please send your current CV and covering letter by email outlining your suitability for benefiting from this internship program. CV and cover letter to be sent to:

Email: