

51<sup>th</sup> GEF Council Meeting  
October 25–27, 2016  
Washington, D.C.

Agenda Item 12

**MONITORING AGENCY COMPLIANCE WITH GEF POLICIES ON  
ENVIRONMENTAL AND SOCIAL SAFEGUARDS, GENDER, AND FIDUCIARY  
STANDARDS: IMPLEMENTATION MODALITIES**

**Recommended Council Decision**

The Council, having reviewed document GEF/C.51/08/Rev.01, *Monitoring Agency Compliance with GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards: Implementation Modalities*, approves the proposed *Policy on Monitoring Agencies' Compliance* contained in Annex I to the document. The Council further agrees to review the Policy following completion of the first round of Agencies' self-assessments, third-party reviews and reporting, and in time to inform implementation of the subsequent round.

## EXECUTIVE SUMMARY

At its meeting in June 2016 the Council agreed “in principle, on the need for periodic self- and third party-assessment of Agencies’ on-going compliance with GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards” (Joint Summary of the Chairs, 50th GEF Council Meeting, June 7-9, 2016). The Council further agreed that “reporting on self-assessments should take place once per replenishment cycle, starting in the final year of GEF-7 [and] requested that the Secretariat present at the October 2016 Council meeting effective and efficient implementation modalities for Agencies’ self-assessment, and present for further discussion options, including additional information on costs, the periodicity of assessment and modalities, for a possible risk-based independent third-party review of Agencies’ compliance” (Ibid.).

In response to the Council’s request, this paper presents implementation modalities for Agencies’ self-assessment and reporting on their compliance with GEF policies on environmental and social safeguards, gender, and fiduciary standards. In addition, it presents options for a risk-based, third-party review of Agencies’ compliance and recommends implementation modalities that aim to address the need for monitoring while minimizing the associated burden on the GEF Partnership. These modalities along with the associated rules and principles are set out in a proposed policy on monitoring Agencies’ compliance.

Should the Council adopt policies on environmental and social safeguards, gender, or fiduciary standards that supersede the current policies, it would also have to consider whether and how Agencies’ should be reviewed for compliance with these revised policies. In this regard, the Independent Evaluation Office (IEO) has recently launched an evaluation of the Agency Minimum Standards on Environmental and Social Safeguards (SD/PL/03), which will be completed by April 2017. In addition, the Secretariat – pursuant to the Council’s decision to review the GEF’s Policy on Gender Mainstreaming (SD/PL/02, adopted by the Council in May 2011) in 2015, and in line with the 2014 Gender Equality Action Plan – is working closely with the GEF Gender Partnership to present an updated policy for Council review and approval in May 2017.

The Secretariat recommends that the Council approve the proposed *Policy on Monitoring Agencies’ Compliance* as set out in Annex I to this paper. The Secretariat further recommends that a review of the Policy follow completion of the first round of Agencies’ self-assessments, third-party reviews and reporting, and in time to inform the implementation of the subsequent round.

## TABLE OF CONTENTS

Introduction .....	1
Implementation Modalities for Agencies' Self-Assessment and Reporting .....	1
Options for a Risk-Based, Third-Party Review of Agencies' Compliance.....	2
Future Review of GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards .....	5
Reviewing the Policy on Monitoring Agencies' Compliance .....	6
Recommendation.....	6
Annex I: Proposed Policy on Monitoring Agencies' Compliance .....	7
Annex II: Draft Template for Agency Certification.....	10
Annex III: Draft Competency Requirements for Independent, Third-Party Reviewers of Agencies' Compliance with GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards .....	12

## INTRODUCTION

1. At its meeting in June 2016 the Council agreed “in principle, on the need for periodic self- and third party-assessment of Agencies’ on-going compliance with GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards” (*Joint Summary of the Chairs, 50<sup>th</sup> GEF Council Meeting, June 7-9, 2016*). The Council further agreed that “reporting on self-assessments should take place once per replenishment cycle, starting in the final year of GEF-7 [and] requested that the Secretariat present at the October 2016 Council meeting effective and efficient implementation modalities for Agencies’ self-assessment, and present for further discussion options, including additional information on costs, the periodicity of assessment and modalities, for a possible risk-based independent third-party review of Agencies’ compliance” (*Ibid.*).
2. In response to the Council’s request, this paper presents implementation modalities for Agencies’ self-assessment and reporting on their compliance with GEF policies on environmental and social safeguards, gender, and fiduciary standards. In addition, it presents options for a risk-based, third-party review of Agencies’ compliance and recommends implementation modalities that aim to address the need for monitoring while minimizing the associated burden on the GEF Partnership. These modalities along with the associated rules and principles are set out in a proposed policy on monitoring Agencies’ compliance (Annex I). The paper also considers the implications of future reviews of relevant GEF policies.
3. As set out in the June 2016 Council document (GEF/C.50/04), the implementation modalities described in this paper apply to all GEF Partner Agencies (hereafter referred to as “Agencies”) and the following policies:
  - a. Agency Minimum Standards on Environmental and Social Safeguards (SD/PL/03);
  - b. Minimum Fiduciary Standards for GEF Partner Agencies (GA/PL/02); and
  - c. Policy on Gender Mainstreaming (SD/PL/02).

## IMPLEMENTATION MODALITIES FOR AGENCIES’ SELF-ASSESSMENT AND REPORTING

4. A proposed approach to Agencies’ self-assessment and reporting to the Council on their compliance with relevant GEF policies was outlined in the June 2016 Council document GEF/C.50/04, *Monitoring Agency Compliance with GEF Policies on Environmental and Social Safeguards, Gender, and Fiduciary Standards*. As described, all Agencies are required to provide to the Council a certification with supporting documentation, as appropriate, that there have been no changes to relevant Agency policies, procedures, and capabilities that would make the Agency non-compliant with the aforementioned GEF policies.
5. Agencies’ self-assessment and periodic reporting to the Council focuses on the question of whether any *changes* have occurred to those policies, procedures, and capabilities, on the basis of which the Agency was originally found to be in compliance with GEF policies on environmental and social safeguards, gender and fiduciary standards. Compliance of the eight

GEF Project Agencies has been established as part of their accreditation and for the remaining Agencies in independent reviews. Both reviews looked for evidence that the Agencies had the necessary policies, procedures, standards and guidelines in place to comply with relevant GEF policies; and that they had sufficient implementation capacity to apply those relevant policies, procedures, standards and guidelines to their projects and programs, including a clear track-record of implementation experience (*Procedure: Accreditation of GEF Project Agencies* [PR/IN/04], *Review of the GEF Agencies on Environmental and Social Safeguards and Gender Mainstreaming* [GEF/C.45/10]). During the process, several Agencies adopted new policies and procedures, and invested in the associated capabilities to meet the GEF's minimum standards. Provided these underlying conditions and GEF policies have not changed, the Agency remains in compliance.

6. The proposed Policy in Annex I sets out the frequency, scope and information requirements for Agencies' self-assessment and reporting, whereas Annex III contains a draft Agency certification of compliance.

#### **OPTIONS FOR A RISK-BASED, THIRD-PARTY REVIEW OF AGENCIES' COMPLIANCE**

7. In accordance with the Council's decision in June 2016, this section presents options for a risk-based, third-party review of Agencies' compliance with GEF policies on environmental and social safeguards, gender, and fiduciary standards. On the basis of the options described, the proposed Policy in Annex I sets out implementation modalities and associated rules, which aim to address the need for monitoring while minimizing the associated burden on the GEF Partnership.

8. As described in the June 2016 Council document (GEF/C.50/04), an independent, third-party review of Agencies' compliance would complement rather than replace Agencies' self-assessment and reporting. Moreover, like Agencies' self-assessment, such a review would address the question whether any *changes* have occurred to relevant policies, procedures and capabilities, as a result of which an Agency is no longer in compliance with GEF policies on environmental and social safeguards, gender and fiduciary standards.

#### *Frequency*

9. In line with the understanding that Agencies' self-assessments and a third-party review would be mutually supportive, an option that follows is that a third-party review be carried out on the basis of Agencies' self-assessments, once per replenishment cycle, starting in the final year of the seventh replenishment of the GEF Trust Fund (GEF-7).

10. Another option is that the Council determines, on the basis of each round of Agencies' self-assessments and reporting, whether a third-party review should be triggered. Should the Council ask for it, such a review could, for example, be carried out for the following Council meeting, depending on the desired scope.

11. To reduce the number of decision points, and to eliminate the need for the Council to consider on a case-by-case basis whether to request a third-party review, the Secretariat recommends the former approach.

#### *Scope*

12. A third-party review of Agencies' compliance with GEF policies on environmental and social safeguards, gender, and fiduciary standards could address one or both of the two questions that form the basis of the Agency certification of compliance (please refer to Annexes I and III): (1) Have there been changes to the policies, procedures or capabilities on the basis of which the Agency was found to be in compliance with relevant GEF policies? (2) If changes have occurred, does the Agency remain in compliance with those policies?

13. One option is that a third-party review is triggered only if an Agency reports that changes have occurred, but that it remains in compliance. The review would then focus on the second question above, examining any supporting information from the Agency, and other information as needed, to determine whether the Agency in fact continues to have adequate policies, procedures, standards and guidelines in place as well as sufficient implementation capacity, documented through project implementation on the ground, to comply with relevant GEF policies.

14. Another option is that a third-party review addresses the first question as well, independently of the Agency's certification. In other words, a third-party review examines both whether changes have occurred and whether the Agency remains in compliance. Under a risk-based approach, the first question could be applied to a sub-set of Agencies and policies taking into account the risk of non-compliance.

15. In absence of an unambiguous, shared understanding of what constitutes a *change* in an Agency's policy, procedure or capabilities, the Secretariat recommends that a third-party review not be limited to assessing compliance only where changes are reported, but also examine whether changes have occurred, in line with a risk-based approach.

#### *Risk-based approach*

16. In accordance with the Council's decision, a third-party review should be risk-based (*Joint Summary of the Chairs, 50<sup>th</sup> GEF Council Meeting, June 7-9, 2016*). While the Council decision does not define the term, the June 2016 Council paper notes that a third-party review of Agencies' compliance "could take into account [their] level of experience and history" (GEF/C.50/04).

17. One option that follows is that the scope of a third-party review is defined based on the circumstances surrounding each individual Agency and policy or policy standard. For example, if an Agency lacks a substantial track record of implementing a particular policy or procedure on the basis of which it was found to be in compliance with a GEF policy, the third-party review

would examine whether the Agency remains in compliance, independently of the findings of the Agency's self-assessment. In addition to an Agency's track record, a risk-based review could take into account, for example, audits, evaluations, or other external reports that raise questions about an Agency's compliance.

18. A risk-based approach as outlined above could be implemented in different ways. On the one hand, the third-party reviewer could draw on the latest information from various sources to determine whether there is a significant risk of non-compliance. On the other hand, such an approach could be based on pre-identified triggers, such as the Agency's years of experience in implementing a particular policy or procedure, or the availability of public information describing its performance.

19. Considering the complexity of the issues covered in the GEF policies on environmental and social safeguards, gender, and fiduciary standards, the possible need to react quickly to events on the ground, and recognizing that information on an Agency's track record may be obtained from a wide range of different sources, the Secretariat recommends that a risk-based approach rely on the independent reviewer's judgement as to whether an Agency at a given point in time presents a significant risk of non-compliance with a particular policy or policy standard.

#### *Cost implications*

20. As set out in the June 2016 Council document (GEF/C.50/04), a third-party review of Agencies' compliance with GEF policies entails the hiring by the Secretariat, in consultation with the Trustee and on behalf of the Council, of an expert or experts (please refer to Annex III for a list of possible competency requirements for such an expert or experts). The reviewer would not have other work with the Secretariat. As a result, the review would have cost implications in addition to the cost associated with Agencies' self-assessments and reporting.

21. While the cost of a third-party review would depend on the desired scope and frequency, a relevant point of comparison is the assessment of Agencies' compliance with current GEF policies on environmental and social safeguards, gender, and fiduciary standards (see Table 1), which amounted to less than \$300,000 for the ten GEF Agencies. Regardless of implementation modalities applied, the cost of a desk-based, third-party review of a sub-set of Agencies against specific policies or policy standards would likely represent a fraction of the cost of this comprehensive assessment carried out following the adoption of the GEF policies.



**Table 1: Actual cost of assessing ten GEF Agencies' compliance with current GEF policies on environmental and social safeguards, gender, and fiduciary standards, 2008-2014**

<b>Scope of Assessment</b>	<b>Costs</b>
Fiduciary Standards	\$150,000
Safeguard Standards	\$92,000
Gender Policy	\$36,000
Total	\$278,000

*Presentation of third-party reviews and recommendations to Council*

22. The key findings and recommendations of third-party reviews of Agencies' compliance could be presented to the Council for decision in conjunction with a compilation of Agencies' certifications and supporting information. Another option would be to make third-party reviews conditional on a Council decision (see Paragraph 10 above), in which case the findings would be presented at a subsequent Council meeting.

23. A third-party review could draw on confidential information, as appropriate. However, the findings and recommendations of such a review would be public. Accordingly, confidential information would not be included in the public findings and recommendations without the relevant Agency's express consent.

*Addressing non-compliance*

24. If a third-party review finds an Agency no longer compliant with GEF policies on environmental and social safeguards, gender, or fiduciary standards, the Agency, in consultation with the Secretariat, develops a concrete, time-bound action plan to achieve compliance. The Secretariat, on behalf of the Agency, submits the action plan for review and approval by the Council. Unless the Council decides otherwise, the Agency may continue to seek GEF financing while it implements the time-bound action plan.

**FUTURE REVIEW OF GEF POLICIES ON ENVIRONMENTAL AND SOCIAL SAFEGUARDS, GENDER, AND FIDUCIARY STANDARDS**

25. As discussed in the June 2016 Council document (GEF/C.50/04), should the Council adopt policies on environmental and social safeguards, gender, or fiduciary standards that supersede the current policies listed in Paragraph 3 above, it would also have to consider whether and how Agencies' should be reviewed for compliance with these revised policies. The need for, and scope of, such a review should be carefully considered on a case-by-case basis. The Council may, for example, adopt a revised policy that does not substantially change the minimum standards that each Agency has to meet, and hence decide that no additional review is needed to establish compliance.

26. The June 2016 Council paper (GEF/C.50/04) provided an update on possible, forthcoming reviews of the three policies. With regard to the Agency Minimum Standards on Environmental and Social Safeguards (SD/PL/03), and pursuant to the Council's decision in November 2013 (*Joint Summary of the Chairs, 45<sup>th</sup> GEF Council Meeting, November 5–7, 2013*), the Independent Evaluation Office (IEO) has recently launched an evaluation of the GEF's current policy. The evaluation will consider the evolution of environmental and social safeguards among Agencies and in other international organizations, including the adoption of a new Environmental and Social Framework by the World Bank Board. IEO's evaluation will be completed by April 2017. The Secretariat stands ready to develop a revised policy, taking into account the findings of the upcoming evaluation, as well as any guidance from the Council.

27. The 2011 Policy on Gender Mainstreaming (SD/PL/02) was intended to be reviewed in 2015. Pursuant to the Gender Equality Action Plan (GEF/C.47/09/Rev.01) approved by the Council in October 2014 (*Joint Summary of the Chairs, 47<sup>th</sup> GEF Council Meeting, October 28–30, 2014*), the Secretariat – working closely with the GEF Gender Partnership – has initiated a process to review and update the current policy, and to develop operational guidelines for gender mainstreaming. The new policy will be presented for Council review and approval in May 2017.

#### **REVIEWING THE POLICY ON MONITORING AGENCIES' COMPLIANCE**

28. The Council may wish to review the proposed Policy following the completion of a first round of Agencies' self-assessments, third-party reviews and reporting at the end of GEF-7, and in time to inform implementation of the subsequent round. One important objective of such a review could be to assess whether, based on experience, the Policy strikes the appropriate balance between the need for effective monitoring to minimize the risk of non-compliance and the need to minimize the burden of monitoring on the GEF Partnership.

#### **RECOMMENDATION**

29. The Secretariat recommends that the Council approve the proposed *Policy on Monitoring Agencies' Compliance* as set out in Annex I to this paper. The Secretariat further recommends that a review of the Policy follow completion of the first round of Agencies' self-assessments, third-party reviews and reporting, and in time to inform the implementation of the subsequent round.

## **ANNEX I: PROPOSED POLICY ON MONITORING AGENCIES' COMPLIANCE**

### *Application*

1. This Policy applies to all GEF Partner Agencies (hereafter "Agencies") and the following GEF policies (hereafter "relevant GEF policies"):
  - a. Agency Minimum Standards on Environmental and Social Safeguards (SD/PL/03);
  - b. Minimum Fiduciary Standards for GEF Partner Agencies (GA/PL/02); and
  - c. Policy on Gender Mainstreaming (SD/PL/02).

### *Purpose*

2. This Policy sets out the rules and principles for monitoring Agencies' compliance with relevant GEF policies.

### *Agencies' Self-Assessment and Reporting on Compliance with GEF Policies*

3. Agencies will carry out periodic self-assessments of their compliance with relevant GEF policies and report their findings to the Council.

### Frequency

4. Agencies' report on self-assessments once per replenishment cycle, starting in the final year of the seventh replenishment of the GEF Trust Fund (GEF-7).

### Agency certification of compliance

5. Following a self-assessment, the Agency completes a certification of compliance, addressing the following questions: (1) Have there been changes to the policies, procedures or capabilities on the basis of which the Agency was found to be in compliance with relevant GEF policies? (2) If changes have occurred, does the Agency remain in compliance with those policies? A designated representative for the Agency signs the certification.

### Supporting information

6. In the event of changes to the policies, procedures, or capabilities that formed the basis for the Agency's compliance with relevant GEF policies, and if the Agency concludes it remains in compliance, the Agency presents relevant supporting information with its certification.
7. Supporting information provided by the Agency may include, *inter alia*, relevant policies, procedures and guidelines; project documentation that demonstrates how relevant policies have been applied; and terms of reference of staff charged with implementing relevant policies.

### *Risk-Based, Third-Party Review of Agencies' Compliance with GEF Policies*

8. A risk-based, independent, third-party review of Agencies' compliance with relevant GEF policies will be carried out taking into account Agencies' periodic self-assessments and other information.

#### Frequency

9. The Secretariat, on behalf of the Council, contracts an independent expert or experts (hereafter "reviewer") to review Agencies' compliance on the basis of Agencies' self-assessments and other information, consistent with the scope described in paragraphs 10, 11 and 12 below, once per replenishment cycle, starting in the final year of the seventh replenishment of the GEF Trust Fund (GEF-7). The reviewer does not have other work with the Secretariat.

#### Scope

10. The reviewer considers cases where an Agency reports changes to the policies, procedures, or capabilities on the basis of which the Agency was found to be in compliance with relevant GEF policies and concludes it remains in compliance with those policies. The reviewer aims to verify whether – in light of the changes identified, the supporting information provided, and other relevant information – the Agency continues to have adequate policies, procedures, standards and guidelines in place, as well as sufficient, demonstrated project implementation capacity, to comply with relevant GEF policies.

11. In addition, the reviewer considers cases where the Secretariat finds a risk of non-compliance by an Agency with a relevant GEF policy, independently of the findings of the Agency's self-assessment.

12. In determining whether there is a risk of non-compliance by an Agency with a relevant GEF policy based on factors other than the Agency's self-assessment, the Secretariat considers, *inter alia*, the Agency's track record of implementing the policies, procedures, standards and guidelines on the basis of which it was found to be in compliance with a GEF policy, as well as audits, evaluations, and other external reports that provide information regarding the Agency's compliance.

#### *Presentation of Agencies' reports and third-party reviews*

13. The Agencies submit their certifications and any supporting information to the Secretariat, which compiles them for Council review and decision. To facilitate effective Council deliberations on Agencies' self-assessments, the Secretariat may synthesize the supporting information provided by Agencies, and replace complete documents submitted in support of an Agency's certification of compliance with references and web links, as appropriate. The Agency

certification of compliance and any supporting information provided by the Agencies are treated as public information.

14. The reviewer submits the key findings and recommendations of third-party reviews of Agencies' compliance to the Secretariat. The Secretariat complements those findings and recommendations with information regarding the risk determination described in paragraph 12, and submits the complete report to the Council for review and decision in conjunction with a compilation of Agencies' certifications and supporting information.

15. Whereas a third-party review could draw on confidential information, as appropriate, the findings and recommendations of such a review are treated as public information. Confidential information may be included in the public findings and recommendations only upon the relevant Agency's express consent.

#### *Addressing non-compliance*

16. If an Agency is found no longer compliant with GEF policies on environmental and social safeguards, gender, or fiduciary standards, the Agency, in consultation with the Secretariat, develops a concrete, time-bound action plan to achieve compliance. The Secretariat, on behalf of the Agency, submits the action plan for review and approval by the Council. Unless the Council decides otherwise, the Agency may continue to seek GEF financing while it implements the time-bound action plan, provided that its funding proposals would not require the application of policy standards with which it has yet to achieve compliance as per the Council's decision.

## ANNEX II: DRAFT TEMPLATE FOR AGENCY CERTIFICATION

	(1) Have there been changes to the policies, procedures, or capabilities on the basis of which the Agency was found to be in compliance with relevant GEF policies?	(2) If changes have occurred, does the Agency remain in compliance with those policies?
<b>Agency Minimum Standards on Environmental and Social Safeguards</b>		
1 Environmental and Social Impact Assessment	(Yes/No)	(Yes/No)
2 Protection of Natural Habitats	(Yes/No)	(Yes/No)
3 Involuntary Resettlement	(Yes/No/Inapplicable)	(Yes/No/Inapplicable)
4 Indigenous Peoples	(Yes/No/Inapplicable)	(Yes/No/Inapplicable)
5 Pest Management	(Yes/No/Inapplicable)	(Yes/No/Inapplicable)
6 Physical Cultural Resources	(Yes/No/Inapplicable)	(Yes/No/Inapplicable)
7 Safety of Dams	(Yes/No/Inapplicable)	(Yes/No/Inapplicable)
8 Accountability and Grievance Systems	(Yes/No)	(Yes/No)
<b>Minimum Fiduciary Standards for GEF Partner Agencies</b>		
<b>I. Project/Activity Processes and Oversight Criteria</b>		
I.1 Project Appraisal Standards	(Yes/No)	(Yes/No)
I.2 Procurement Processes	(Yes/No)	(Yes/No)
I.3 Monitoring and Project-at-Risk Systems	(Yes/No)	(Yes/No)
I.4 Evaluation Function		
<b>II. Governance Framework Criteria</b>		
II.1 External Financial Audit	(Yes/No)	(Yes/No)
II.2 Financial Management and Control Frameworks	(Yes/No)	(Yes/No)
II.3 Financial Disclosure	(Yes/No)	(Yes/No)
II.4 Code of Ethics	(Yes/No)	(Yes/No)
II.5 Internal Audit	(Yes/No)	(Yes/No)
II.6 Investigation Function	(Yes/No)	(Yes/No)
II.7 Hotline & Whistleblower Protection	(Yes/No)	(Yes/No)
<b>Policy on Gender Mainstreaming</b>		
Institutional framework and capabilities for gender mainstreaming (paragraph 13 of SD/PL/02, <i>Policy on Gender Mainstreaming</i> )	(Yes/No)	(Yes/No)
Criteria for project review and design (14)	(Yes/No)	(Yes/No)
Social assessment, including gender analysis (15)	(Yes/No)	(Yes/No)
Policy, strategy, or action plan that addresses gender sensitive activities while recognizing and respecting the different roles that women and men play in resource management and in society (17)	(Yes/No)	(Yes/No)

System for monitoring and evaluating progress in gender mainstreaming (18)	(Yes/No)	(Yes/No)
<b>Signature:</b>		
<b>Date:</b>		
<b>List of Annexes with Supporting Information:</b>		

### **ANNEX III: DRAFT COMPETENCY REQUIREMENTS FOR INDEPENDENT, THIRD-PARTY REVIEWERS OF AGENCIES' COMPLIANCE WITH GEF POLICIES ON ENVIRONMENTAL AND SOCIAL SAFEGUARDS, GENDER, AND FIDUCIARY STANDARDS**

#### *Minimum Fiduciary Standards*

##### Development Project Expert:

- Demonstrated 10-year project management experience in developing country contexts relating to economic and social development, environmental protection, or related fields.
- In-depth knowledge of internationally accepted standards and practices regarding project development and appraisal, procurement, project monitoring and risk management, and project evaluation.
- Substantial experience in assessing the quality of systems of either development agencies or recipients of development assistance related to the development and implementation/execution of projects, procurement, project monitoring and risk management, and project evaluation.
- Experience with or knowledge of accreditation processes is preferred.
- Ability to communicate fluently, both in writing and orally, in English. Working knowledge of other UN languages is desirable.
- Excellent drafting skills, strong operational and analytical skills, and an ability to work as a member of a team.
- An advanced university degree related to economic and social development, program development and evaluation, environmental protection, or related fields.

##### Governance and Accountability Expert:

- Demonstrated 10-year work experience on issues of governance and accountability in the context of international development assistance, including expertise relating to fiduciary oversight, financial management, and auditing.
- In-depth knowledge of international development agency standards and practices relating to internal audit; the prevention, detection, and investigation of fraud and corruption; codes of ethics; and whistle blower protection.
- Experience with or knowledge of accreditation processes is preferred.
- An understanding of government and nongovernmental financial reporting systems. Knowledge of forensic accounting and internal audit, and other internal control mechanisms is desirable.
- Ability to communicate fluently, both in writing and orally, in English. Working knowledge of other UN languages is desirable.
- Excellent drafting skills, strong operational and analytical skills, and an ability to work as a member of a team.
- An advanced university degree related to finance, economics, international development, accounting, or audit.



*Minimum Standards on Environmental and Social Safeguards and Minimum Requirements on Gender Mainstreaming*

Environment and Social Safeguards Expert:

- Demonstrated 10-year work experience relating to applying environmental and social safeguards standards to economic development projects.
- Extensive knowledge of international development agencies' environment and social safeguards systems, particularly those of multilateral development banks.
- Experience with assessing the quality of country systems in relation to high-quality environmental and social safeguard standards is strongly preferred.
- Knowledge of, or work experience relating to, gender mainstreaming in the context of development projects or development agencies.
- Experience with or knowledge of accreditation processes is preferred.
- Ability to communicate fluently, both in writing and orally, in English. Working knowledge of other UN languages is desirable.
- Excellent drafting skills, strong operational and analytical skills, and an ability to work as a member of a team; and
- An advanced university degree related to economic and social development, environmental protection, or economics.