

## **WE ARE HIRING**

### **SENIOR ENVIRONMENTAL SPECIALIST**

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**Institution:** Rwanda AI Agency Ltd (RAIA)

**Location:** Kigali, Rwanda

**Type:** Part-Time Individual Consultancy

**Duration:** 13 Months (1 December 2026 – 31 December 2027)

#### **1. About Rwanda AI Agency (RAIA)**

Rwanda AI Agency (RAIA) advances the responsible and inclusive use of Artificial Intelligence and emerging technologies to support Rwanda's national development priorities. RAIA implements the World Bank-financed preparation programme for AI for Economic Transformation in Rwanda.

#### **2. The Opportunity**

Lead environmental, health and safety risk management for AI, cloud, compute and digital infrastructure activities; prepare World Bank environmental and social instruments for the follow-on operation.

#### **3. Scope of the Role – Key Responsibilities**

- Prepare the environmental sections of ESMF and ESCP, including screening, e-waste and occupational safety requirements.
- Assess environmental risks from cloud, compute, hosting and digital infrastructure, including energy and resource efficiency.
- Review technical specifications, procurement packages and contracts for environmental and safety compliance.
- Monitor environmental commitments, conduct field visits and support incident reporting and corrective actions.
- Prepare environmental monitoring reports, advise the PIU and build institutional capacity.

#### **4. Qualifications and Experience**

##### **Minimum Requirements**

- Master's degree in environmental science, environmental engineering, natural resource management or related field.
- At least 8 years of environmental risk management, including 4 years applying the World Bank ESF and preparing ESMF, ESIA/ESMP and ESCP.
- Experience in pollution prevention, e-waste management and occupational health and safety;
- proficiency in English.

##### **Desirable Experience**

- Knowledge of Rwandan environmental, waste and OHS laws and institutions.

- Environmental risks of data centres and electronic waste management.
- Occupational safety for equipment installation and data centre operations.
- Working Kinyarwanda (scored, not mandatory); French is an advantage.

## 5. Evaluation and Selection Criteria

| Criteria / Deliverable                                            | Points / Timeline |
|-------------------------------------------------------------------|-------------------|
| Education                                                         | 10                |
| General environmental risk management experience                  | 15                |
| World Bank ESF: ESMF, ESIA/ESMP and ESCP                          | 30                |
| Pollution prevention, e-waste, energy/resource efficiency and OHS | 20                |
| Rwandan environmental, OHS and waste-management law               | 10                |
| English proficiency (written and oral)                            | 10                |
| Kinyarwanda working fluency (interview; not pass/fail)            | 5                 |
| <b>TOTAL</b>                                                      | <b>100</b>        |

Minimum qualifying score for interview: 70 points. The three highest-scoring eligible candidates will be shortlisted; if fewer than three qualify, all qualifying candidates may be shortlisted.

Kinyarwanda (5 points) is assessed at interview and is not a pass/fail requirement. The 70-point shortlisting threshold applies to the other criteria (95 points).

## 6. Deliverables and Reporting Schedule

| Criteria / Deliverable                                           | Points / Timeline    |
|------------------------------------------------------------------|----------------------|
| D1. Inception report, environmental work plan and screening tool | Dec 2026             |
| D2. Environmental reviews of compute, hosting and IT procurement | Before package issue |
| D3. Draft ESMF environmental sections incl. e-waste and OHS      | Apr 2027             |
| D4. Draft ESCP environmental inputs and other instruments        | May 2027             |
| D5. Environmental inputs to consultation and disclosure          | Jun 2027             |
| D6. Environmental, health and safety monitoring inputs           | Quarterly            |
| D7. Final disclosed instruments package for appraisal            | Nov 2027             |
| D8. Handover report and residual monitoring plan                 | Dec 2027             |

All deliverables require written acceptance by RAlA. Dates are indicative and may be adjusted by written agreement, without extending the contract beyond 31 December 2027 or increasing its approved ceiling.

## **7. Consultancy Engagement and Remuneration**

- Time-based, part-time consultancy (indicatively 8–10 days/month, not guaranteed), 1 December 2026–31 December 2027.
- Daily gross fee inclusive of taxes; paid for approved days actually worked within agreed monthly and contract ceilings.
- No relocation reimbursement; Kigali presence required for key meetings, missions and field visits.
- Reports to the PIU Project Director and coordinates with the counterpart E&S specialist and technical teams.
- Possible extension or new contract subject to performance, continued need, financing and required approvals.

## **8. How to Apply**

Submit a cover letter, detailed CV, copies of academic degrees and professional certificates, and contact details for three professional referees.

Application title: REOI — Senior Environmental Specialist, Project Implementation Unit

Deadline: 2 November 2026 at 5:00 PM (Kigali Time).

Online application: [Senior Environmental Specialist](#)

## **9. Detailed Terms of Reference (ToR)**

For the full scope, deliverables, selection rules and contract conditions, refer to I of the official Request for Expressions of Interest.

Inquiries: [procurement@raia.rw](mailto:procurement@raia.rw) | RAlA, Block 5, Norrsken House, 1 KN 78 St, Kigali, Rwanda

### **NB:**

1. Open to eligible individual consultants of all nationalities; firms are not eligible
2. Selection follows the World Bank Open Competitive Selection of Individual Consultants procedure.