



REPUBLIC OF LIBERIA
MINISTRY OF FINANCE AND DEVELOPMENT PLANNING



VANCANCY ANNOUNCEMENT
CODE: MFDP/MCC/EPS/02/18/26

EXTERNAL/INTERNAL RECRUITMENT

POSITION TITLE	Environmental and Social Performance (ESP) Specialist
REPORT TO	National Coordinator
ASSIGN UNIT/DEPARTMENT	Liberia Compact Development Office
DEPARTMENT/FUNCTIONAL RELATIONS	FM/DOA/DFA/DEM/DBDP/CAGD
EXTERNAL RELATIONSHIPS	MCC's ESP Director for Liberia, Ministries, Agencies, and Commissions, Development Partners, Judiciary, Legislature, CSOs, Private Sector, etc.
APPLICATION START DATE	February 18, 2026
APPLICATION CLOSING DATE	March 6, 2026
OFFICIAL START DATE	April 1, 2026

1. CONTEXT

Liberia and the Millennium Challenge Corporation (MCC) are embarking on a roughly three-year process to develop a five-year investment and policy program (Compact) to reduce poverty through economic growth. The Environmental and Social Performance Specialist will help lead these efforts, in close coordination with other members of the Liberia Compact Development Core Team and with MCC. Key elements of this process include:

- **Preliminary analyses.** These include:
 - Constraints Analysis, which assesses binding constraints to economic growth
 - Root Cause Analysis, which assesses the factors leading to economics constraints
 - Additional analyses that inform this work, which include (but are not limited to) ESP-led assessments of natural capital and ESP risks, opportunities, policy, legal frameworks, and institutional context.
- **Identification, design and appraisal of projects** (to address binding economic constraints). Deliverables include:
 - Project concept notes
 - Feasibility studies

- Assessments of economic rates of return, beneficiary analysis, and environmental and social opportunities and impacts.

- **Consultations with stakeholders.**

To ensure that a compact yields significant and sustainable results, the compact development team will evaluate and address environmental and social opportunities and impacts throughout this process.

2. DESCRIPTION OF MAIN RESPONSIBILITIES:

- Coordinate effectively with the Liberia Compact Development and MCC teams to integrate relevant environmental (including climate) and social considerations into preliminary analyses and project development. The ESP Specialist serves as the main point of contact between Liberia's compact development team and MCC's Environmental and Social Performance (ESP) team to ensure adequate flow of information as needed to keep MCC well informed of progress, issues, risks and opportunities.
- Identify and engage stakeholders to understand and address relevant environmental and social opportunities and risks and opportunities. This includes:
- Identify key national interest groups, data sources, centers of expertise and relevant information on Liberia's environmental, social, and climate priorities, policies, procedures, and practices.
- Collaborate with the communications staff to develop a Stakeholder Engagement Plan.
- Support the country team in implementing stakeholder engagement consistent with good international industry practices, as captured in Performance Standard 1 of the International Finance Corporation (IFC).
- Assess relevant environmental and social dimensions of economic development, such as:
- Climate change, ecosystem services, natural capital, and environmental thresholds relevant to (a) the evaluation of economic opportunities and constraints and (b) the development of projects.
- Key environmental and social constraints and opportunities relative to the benefits of proposed projects
- Opportunities to improve or enhance project outcomes through environmental or social interventions.
- Ensure analyses and proposed investments are consistent with environmental and social aspects of:
- Liberian legislation, regulations, priorities, plans and practices and 

- The International Finance Corporation (IFC) Performance Standards and Millennium Challenge Corporation (MCC) Environmental Guidelines. The ESP Specialist may prepare a gap analysis between relevant Liberian and international requirements.
- Draft (or contribute to) documents summarizing the findings of this work. Examples include (but are not limited to) summaries of the ESP aspects of the constraints to growth analysis, root cause analysis, and risks and opportunities analyses.
- Perform other tasks and responsibilities related to environmental and social issues as requested by the Liberia National Coordinator or MCC counterpart.

3. QUALIFICATIONS:

Education:

- Master's Degree in natural or social science, environmental or natural resources policy/planning/management, environmental engineering, or similar discipline.

Experience:

- At least five (5) years' professional experience in environmental management and climate change within Liberia or a government or non-governmental institution. Prior experience working on projects funded by international organizations and/or infrastructure is preferred.
- Knowledge of Liberia's environmental legal framework, policies, laws and regulations, particularly those relevant to infrastructure development, natural resource management, land management, waste management, environmental impact assessment, and climate risk and adaptation strategies. Familiarity with legal requirements and procedures associated with (a) land acquisition or resettlement and/or (b) occupational or public safety a plus.
- Familiarity with the environmental standards, guidelines and policies used by international organizations or international donors. Experience with the International Finance Corporation (IFC) Performance Standards (or similar, such as the World Bank Operational Policy) is preferred.
- Strong interpersonal, organizational, research and writing skills.
- Demonstrated ability to manage, prioritize, and fulfill a variety of tasks with minimal supervision.
- Strong computer skills in Microsoft Office applications, including Word and MS Excel. Familiarity with the use of remote sensing tools and geographic information systems for natural resources mapping and management is desirable.
- Familiarity with infrastructure feasibility studies (including options analysis, climate change assessments) is desirable.

Technical Skills & Specific Experience:

- Implementing Environmental and Social Management Systems (ESMS).
- Familiarity with IFC Performance Standards on Environmental and Social Sustainability.
- Experience with World Bank Operational Policies or similar international financial institution (IFI) guidelines.
- Experience with stakeholder engagement, public consultations, and grievance mechanisms.
- Knowledge of gender mainstreaming, land acquisition, resettlement planning, and indigenous peoples' issues.

4. LEVEL OF EFFORT:

This is a full-time position. That said, there is some flexibility, recognizing both the need to quickly engage a qualified candidate and the workload can vary over the course of the compact development period.

5. COUNTERPART STAFF:

The ESP Specialist will work directly with MCC's ESP Director for Liberia and closely with colleagues on both the Liberia and MCC country teams.

6. APPLICATION REQUIREMENT:

- A detailed cover letter expressing intent
- Resume/CV
- Address your application to:

**MCC Recruitment Committee
Liberia's Compact Development Office
Monrovia, Liberia**

Applications will be accepted **ONLY** via given email: mcc_recruitment@mfdp.gov.lr

NOTE: Due to the high volume of applications, we normally receive, ONLY shortlisted candidates will be contacted.