



Environmental and Social Consultancy Roles at Principle / Associate Director level of experience

RSK, Africa

Location: South Africa

Salary: Dependant on role and experience

We are looking for **Environmental and Social Consultants** to join our rapidly growing team. As a result of our current workload, we have several opportunities for highly disciplined and experienced **Environmental and Social Consultants** to join our South African team. The successful applicants must have 15 years' experience including at least 5 years of delivering and/or leading ESIA in accordance with international lender standards such as IFC and EP4. The successful applicant(s) will contribute to delivery of the UN SDG particularly in the sectors of energy, infrastructure, and extractives by working on some of the continent's largest projects in **Southern and Eastern Africa**.

RSK has been operating in Africa for circa 20 years with established businesses in East and South Africa since 2017. RSK specialises in environmental and social consulting, water and wastewater infrastructure design and remediation contracting. Across energy, infrastructure, extractives, and water sectors, we have developed a strong philosophy of collaborative working within alliances and other project teams and have implemented innovative systems and techniques to drive environmental excellence and wider project efficiency.

Job title

Principle / Associate Director depending upon experience

Location

South Africa

Requirements

- BSc degree level qualified in environmental science, geography, sociology or related discipline.
- Master's degree or equivalent qualification an added advantage
- Professional registration with EAPASA (SACNASP or equivalent may be considered)
- >15 years consultancy and project management experience in environmental and social impact assessment processes, including stakeholder engagement, in South Africa and other African countries with >5 years' experience with international lender standards such as IFC and EP4.

Responsibilities

- proactively build and maintain strong client relationships by developing repeat work from existing clients, as well as actively seeking and establishing relationships with regulatory authorities
- provide leadership on complex environmental and social impact assessments, strategic environmental assessments (SEA), and environmental and social due diligence (ESDD) audits for major energy, industrial and infrastructure clients in line with local and national legislation, standards and guidelines, and relevant international standards, guidelines, and best practices to enable safe, on-time and budget delivery.
- prepare / review, according to experience, associated documentation including management plans, resettlement action plans (RAPs), livelihood restoration plans (LRPs), stakeholder engagement plans (SEP) and audit reports.
- chair scoping and impact assessment phase mitigation design workshops and/or environmental impact identification (ENVID) workshops for energy, water, industrial and/or infrastructure projects.
- consult with stakeholders and effectively manage sub-consultants.
- manage project team workloads in collaboration with other senior team members to balance team wellbeing, utilisation, and client deliverables such that clients are satisfied, and projects are delivered safely, on time and in budget with support of the Director or their nominated deputy.
- provide oversight to the team, including the mentoring of junior staff to help them grow in capability such that the teams produce robust and comprehensive written deliverables.
- prepare and manage multi-disciplinary tenders and seek opportunities for new work.
- manage project financial performance and meeting profit targets.
- speak at internal and external events where appropriate.
- willingness to travel within the continent.

Desired Experience

Experience should include:

- the leadership of complex IFC ESIA processes safely, on time and budget
- environmental and social lender due diligence
- excellent understanding of the ESIA process, international environmental and social legislation, guidelines and standards, and international project financing mechanisms and implications
- business development and commercial management
- business management would be an advantage.
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At RSK we operate an open and relaxed management culture that nurtures continuous improvement and innovation, adopting a proactive growth strategy that helps us to run a sustainable and profitable business while providing new and exciting career opportunities for all. RSK prides itself on providing employees with rewarding and challenging career, encouraging continuous professional development, and enabling them to reach their full potential.

Retaining employees is the building block of a successful organisation, and we want to encourage a healthy work life balance, with many opportunities for flexible working, employee networks, social activities, and community involvement projects.

RSK is also committed to our Second Nature sustainability strategy. We seek to minimise our impact on the environment; to engage positively with the community and education groups; to provide a safe and supportive atmosphere in which to work; and to promote sustainability throughout our supplier chain.

RSK Group is an Equal Opportunities Employer