

DIRECTIVE NUMBER 1005/2024

Directive on Issuance of Competency for Consulting Services in the Environment and Social Impact Assessment

Addis Ababa 2024

Whereas, any economic and social activities shall be carried out by taking into account in the way that ensures sustainable development and right of citizens to live in a clean and healthy environment;

Whereas, it is crucial to ensure the quality of studies conducted to predict and identify the environmental and social impacts that may arise due to the developmental initiatives and activities with a qualified and multi-disciplinary expert;

Whereas, it is necessary to establish a consistent and accountable competency issuance system by developing competency criteria to recognize and regulate experts and firms engaging in environmental and social impact assessment, strategic environmental assessment and environmental audit consulting services;

Therefore, the Ministry of Planning and Development in accordance with article 19(4) of the Definition of Powers and Duties of the Executive Organs Proclamation No. 1263/2022 and Environmental Impact Assessment Proclamation No. 299/2002 Article 7(2) and Article 20 has issued this Directive as follows:

Section One **General Provisions**

1. Short Title

This directive may be cited as "Issuance of Certificate of Competency of Consulting Services in the Environmental and Social Impact Assessment Directive Number 1005/2024".

2. Definitions

In this directive the context unless provides otherwise,

- 1/ **“Authority”** means the Ethiopian Environmental Protection Authority.
- 2/ **“Applicant”** means any person or firm who applied for the issuance of certificate of competence for consulting environmental and social impact assessment, strategic environment assessment or environmental audit.
- 3/ **“Consulting firm”** means a firm with legally recognized entity that obtained certificate of competency from the authority to provide consulting services in environmental and social impact assessment, strategic environment assessment or environmental audit.

- 4/ **“Professional”** means individuals that obtained certificate of competency from the authority to provide consulting services in environmental and social impact assessment, strategic environment assessment or environmental audit.
- 5/ **“Certificate”** means a certificate issued by the Authority to demonstrate competency to provide consulting services in environmental and social impact assessment, strategic environment assessment or environmental audit.
- 6/ **“Registry”** means a database containing records of professionals and firms registered to provide consulting services in environmental and social impact assessment, strategic environment assessment or environmental audit according to this directive;
- 7/ **"Regional Environmental Protection Authority"** means the government body designated by the regional authority to carry out the powers and duties of the environmental protection authority in each region.
- 8/ **“Environmental Audit”** means an Environmental and social management tool comprising a systematic, documented, periodic and objective evaluation of how well a project, organization or equipment is performing with the aim of helping to safeguard the environment and social safety.
- 9/ **“Person”** shall mean any natural or juridical person.
- 10/ Any expression in the masculine gender includes the feminine.

3. Scope of Application

The provisions of this directive shall be applicable throughout the country to professionals and firms engaging in consulting of environmental and social impact assessment, strategic environmental assessment or environmental audit studies.

4. Objective

The main objective of this directive is to set out standardized criteria that enable issuance of certificate of competency for the professionals and firms engaged in environmental and social impact assessment, strategic environmental assessment or environmental audit to ensure the quality of studies and documents and thereby realize environmental protection goals.

5. Levels of Professional competence certificate

- 1) Professional competency certificates shall be divided into three as follows:
 - a) junior level professional competence certificate
 - b) middle level professional competence certificate
 - c) senior level professional competence certificate

Section Two
Issuance of certificate of qualification

6. Conditions to be met to obtain a new certificate of Competency

- 1/ Any professional applying for a certificate of competency shall not be the employed of authority, region, zone and district as well as city administrations' environmental protection offices either regular or on a temporary basis.
- 2/ Any person who seeks to obtain a new certificate of competency shall fill out the form prepared by the authority for this purpose and submit the following information;
 - a) At least a bachelor's degree in a field related to the relevant field of study or, if obtained from a foreign country, proof of credential from the relevant body with a minimum of bachelor's degree.
 - b) At least five years of work experience in the field of profession which the applicant applied for a competence certificate;
 - c) That there is no legal restriction preventing him from serving in his profession
- 3/ Except for any professionals who meet the work experience listed in Annex 1, they only obtain a certificate of competency as a junior consultant.
- 4/ According to this directive, the level of a consultant engaged in environmental and social impact assessment and environmental audit study shall be determined according to the requirements listed in Annex 3;

7. Conditions that must be fulfilled to upgrade the level certificate of competency of professional

Any person who seeks to upgrade the certificate of competency shall fill the form prepared by the authority for this purpose and submit the following information:

- 1/ For upgrading from a beginner to an intermediate level shall submit a request after three years from the issuance of the previous certificate of competency.
- 2/ for upgrade from middle level professional to a senior level Shall submit request after two years of the previous qualification certificate was issued.
- 3/ shall provide confirmation letter of at least four environmental and social impact assessment studies, strategic environmental assessment or environmental audit completed after being given the initial certificate of competency to upgrade from junior to middle level verified from environment protection sector.
- 4/ In order to upgrade from medium to high level, after being given a medium consultancy, an applicant shall submit verified letter from the environmental protection office where

the study was conducted, the three environmental and social impact assessment, strategic assessment or environmental audit.

5/ Must be submitted the previous certificate;

8. Conditions to be fulfilled for renewal of certificate of competency

- 1/ Any person who seeks to renew a certificate of competency shall fill out the form prepared by the authority for this purpose and submit the previous competency certificate;
- 2/ The professional shall submit lists of environmental and social impact assessment, strategic environmental assessment or environmental audit studies completed.
- 3/ certificate of competency shall be renewed every three years from the date of issuance;
- 4/ The certificate of competency shall be brought for renewal starting from one month of the renewal deadline;
- 5/ A professional who does not renewed his certificate within the set time limit will be renewed with a fine if he submits it within two months.
- 6/ If the professional does not renew his/her certificate in accordance with sub-article 5 of this article, the certificate is considered as suspended.

9. Conditions to be fulfilled to obtain a certificate of competency for a new consulting firm

1/ Any person who seeks to be given a certificate of competency for a new consulting firm shall fill out the form prepared by the authority for this purpose and submit the following information: -

- a) Consulting firm shall meet the qualification requirements for the level it is applying as listed in Annex 4 of this directive;
- b) If the owners of the organization applying for certificate of competence are more than one individual, the organization's founding document, article of association and the power of attorney of the individual who submitted the application, approved by the competent body.
- c) Bank statement that is less than one month old

2/ In order to receive a new certificate, the owner or manager of the company or another representative shall present in person.

10. The conditions to be fulfilled to upgrade from level 2 to level 1 the competency certificate of the consulting firm

1/ A request to upgrade a certificate of competency shall be submitted by filling the form prepared by the authority and attaching the following information.

- a) the previous competency certificate.

- b) If the request is going to be submitted by an agent, proof of representation and renewed kebele ID or passport.
- c) Renewed competency certificate of professional for the required level according to the directive

2/ Any consulting firm can submit a request for upgrading only after three years from the previous consulting status was obtained.

3/ Any consulting firm that can submit a request for upgrading shall have to prepare five environmental and social impact assessment, strategic environmental assessment or environmental audit studies after being given the status of a previous consultancy.

11. Conditions to be fulfilled to renew the certificate of competency of a firm

- 1/ A consulting firm that seeks to renew the certificate of competency shall fill out the form prepared by the authority for this purpose and submit it with the following information.
 - a) Shall be submitted with the previous professional competency certificate.
 - b) Proof of valid tax payment and renewed business license from the relevant revenue office
 - c) Renewed professional's competency certificates
 - d) Shall brought an agreement of job with new professional, If there is professional who has been dismissed or left the firm,
- 2/ firm certificate be submitted and renewed every two year from the date of issuance of the license;

12. Foreign experts and consulting firms

- 1/ Any foreign person who seeks to obtain consultancy competency shall submit a work permit issued by the relevant government authority.
- 2/ Any foreign consulting firms shall engage in consulting services only by forming alliances with domestic consulting firms.
- 3/ In accordance with the provisions mentioned under subsection 1 (b) of this article, the licensed foreign consulting firm shall notify the authority before entering into a contract to work in conjunction with consulting firms in the country.

13. Participation of experts and consulting firms

- 1/ A professional shall not obtain a competency certificate for more than two professions by meeting the requirements listed in the directive.
- 2/ Subject to subsection 1 of this article, a professional may participate in one consulting firm only with one professional license.

- 3/ Notwithstanding sub-article 2 of this provision, any professional an environmental and social impact assessment, strategic environmental assessment or an environmental audit may participate in two professional competency when approved by the authority or relevant body based on the TOR submitted by the consulting firm.
- 4/ Any firm or professional who engaged in environmental and social impact assessment a given project shall not participate in auditing of the same project.
- 5/ Consultancy firms may engage additional experts as deem necessary outside of the listed experts according to the nature of the project by notifying the authority;
- 6/ A person who seeks to work as a manager of a consulting firm must have at least a certificate of competency of intermediate consultant level.
- 7/ Any certified professional who employed in the project proponent or sectors that implement the project shall not participate in the environmental and social impact assessment, systematic environmental assessment or environmental audit conducted study.

14. Issuance and Content of certificate

- 1/ An applicant who meets the required criteria listed in this directive shall be given a professional competency certificate within seven working days.
- 2/ The Competency certificate issued by the authority shall contain the following information:
 - a) Full name of the professional/firm;
 - b) the field of consulting services for which the certificate of competence has been issued;
 - c) Level of competency certification;
 - d) Date of issue of the certificate;
 - e) the period of validity of the certificate;
 - f) The photo of the owner or manager of the firm;
 - g) Identification number given by the Authority;
 - h) The name and signature of official, and seal of the authority.

15. Replacement of lost or damaged certificate

- 1/ If the original copy of the certificate is lost or damaged, the applicant shall fill out a form prepared by the authority and may request the authority to issue another certificate;
- 2/ An application to replace a lost certificate must be accompanied by legal evidence from the relevant law enforcement agency confirming the loss of the certificate;

- 3/ If it is confirmed that the certificate has been lost, another certificate shall be issued in its place.
- 4/ In order to replace a damaged certificate, he must present the damaged certificate.

16. Suspension of Competency Certificate

- 1/ Certificate of competency can be suspended when it is confirmed that the following conditions are met;
 - a) Deliberately or negligently violates the ethics required by his profession and performs his work improperly;
 - b) When reports or information requested by the Authority are not submitted;
 - c) Copying or impersonating another person's work;
 - d) In accordance with Article 14 (5), except for those who are licensed by the authority or the relevant body, involving experts who do not have a competency certificate in the preparation of environmental and social impact, strategic environmental assessment or environmental audit studies.
 - e) If it is found to be engaged in an unlicensed consultancy level.
 - f) If it has made a false statement in the environmental impact assessment, strategic environmental assessment or environmental audit studies
 - g) Consultancy firms that do not have an office or if they do not announce their change of office within one month or if their office does not meet the minimum requirements specified under Annex 3 of this directive.
 - h) When the duties and responsibilities mentioned in this directive are not fulfilled;
- 2/ According to sub-section 1 of this article, the ban on a professional or firm found guilty will be for a period not exceeding 2 years depending on the case.
- 3/ The suspension can be lifted by the authority or relevant body when the defects mentioned in sub-article of 1 of this provision are corrected or can be corrected within the period given.

17. Cancellation of Certificate

- 1/ Certificate may be revoked for the reasons mentioned below.
 - a) When the certified professional dies or leaves the job at his own request or for any other reason
 - b) If it is proved that the applicant obtained the certificate fraudulently.
 - c) If the certificate is illegally transferred to another person,
 - d) When the bankruptcy or liquidation of the certified firm is confirmed by the relevant court or when it ceases to operate for its own reasons and returns the certificate

- e) If a professional or consulting firm has been suspension for more than one times.
 - f) When an expert is involved in two or more firms in the same professional field as the main founder or contract;
 - g) When the seal of the firm is found on the study report in which the consulting firm was not involved;
 - h) When the reasons for suspending the certificate are not corrected within 2 years of the suspension being imposed or when the relevant body decides not to lift the suspension;
- 2/ Any person whose certificate has been revoked according to sub-article (1) of this provision is obliged to return the certificate within ten working days.

18. Representation

A request for a new or replacement certificate, as well as renewal or upgrading, shall not be executed except with a legal representation from the certificate holder.

19. Grievance Handling

- 1/ An applicant who is aggrieved by the rejection of an application for issuing or renewing or upgrading a certificate of competency, or because the certificate has been canceled or will not be modified, or because the application has been rejected for any other reason, may, within 5 working days from the date of, lodge his complaint in written form to the grievance hearing committee established by the authority.
- 2/ Any person who cannot submit his complaint in accordance with Sub-Article 1 of this Article due to force majeure may submit his application within 3 days after the end of the force majeure.
- 3/ The grievance handling committee shall upon examining the complaint submitted to it pursuant to Sub- Article 1 of this Article provide its findings and recommendation to the Director General of the Authority within 7 working days and the Director General shall make its final decision within 5 working days.
- 4/ An applicant aggrieved by the decision of the Director General given under Sub-Article 3 of this Article may appeal to the Federal High Court within 60 days from the date of the decision.

Part four

Miscellaneous provisions

20. Transitory provision

Professionals and consulting firms that were registered and given a certificate of competence before the issuance of this directive shall register in accordance with this directive within six months of the approval of the directive.

21. Implementation of the Directive

- 1/ Regional environmental protection authorities are responsible for informing the authority when they find professionals or firms that do not perform their duties in accordance to the professional license they have been given.
- 2/ The authority may set up a technical committee to advice on issues related to the implementation of the directive as set out in annex 2.

22. Inapplicable law

Environmental and Social Impact Assessment Competency Certification Directive No. 03/2018 is hereby repealed.

23. Effective Date

This directive shall come into force as of the date its registration on ministry of justice and its uploading on the official website of the authority.

Addis Ababa, June 2024

LELISIE NEMIE SORI

**DIRECTOR OF ETHIOPIA ENVIRONMENTAL PROTECTION
AUTHORITY**

Annex 1
Exceptional work experience

1. Any person who involved in environmental and social impact assessment study document review, environmental audit, those who provide sufficient evidence of working in a relevant field in the field of environmental protection and have engaged or worked abroad in environmental protection and related fields;
 - 1.1 Any person who review of environmental and social impact assessment study documents, environmental audit and those involved in climate change;
 - A. Two years for beginners
 - B. Those who have worked for three years or more for middle level
 - C. Those who have worked for a year or more for a high level
 - 1.2 Those who have worked in the relevant field of environmental protection
 - A. Three years for beginners
 - B. Those who have worked for a year or more for the middle level
 - C. Those who have worked for five years or more for higher level
 - 1.3 For the Ethiopia born Work experience gained from abroad in environmental protection and related professional fields
 - A. Three years for beginners
 - B. Those who have worked for five years or more for middle level
 - C. Those who have worked for a higher level for 7 years or more
2. Those who have carried out or recommended research works that teach environmental and social impact assessment, environmental audit and climate change education in higher education and research institutions.
 - A. For the beginner level, they have worked for two years or published one or more recognized articles
 - B. For the middle level three years or more worked or published three or more recognized articles

C. Those that have worked for the highest level for five years or more or published five or more recognized articles

Annex 2: Requirements for consultants providing environmental and social impact assessment services

No.	Qualification level of the environmental sector for which the certificate of qualification is issued	Level of Competence	Level of educational credential	Relevant work experience (per year)	Total Experience (in years)
1	Economist in the field of environmental impact studies	Junior Level	Economics, Developmental economics, Agricultural economics, Developmental management, Environmental Economics, Natural resources Management, Agricultural resources economics and management Environment and sustainable development,	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
		Middle Level	Economics, Developmental economics, Agricultural economics, Developmental management, Environmental Economics, Natural resources Management, Agricultural resources economics and management Environment and sustainable development,	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3
		Senior Level	Economics, Developmental economics, Agricultural economics, Developmental management, Environmental Economics, Natural resources Management, Agricultural resources economics and management Environment and sustainable development	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5
2	A social analyst in the field of environmental impact studies	Junior Level	sociology, social study, developmental management, social works, management, social anthropology, environment and sustainable development, international relations	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
		Middle Level	sociology, social study, developmental management, social works, management, social anthropology, environment and sustainable development,	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3
		Senior Level	sociology, social study, developmental management, social works, , social anthropology, environment and sustainable development,	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5
3		Junior Level	Environmental health and protection, public health protection, environment and community /social health	<ul style="list-style-type: none"> • Bachelor degree 0 	<ul style="list-style-type: none"> • Bachelor degree : 5

No.	Qualification level of the environmental sector for which the certificate of qualification is issued	Level of Competence	Level of educational credential	Relevant work experience (per year)	Total Experience (in years)
	Environmental health specialist in the field of environmental impact studies		protection, environmental science, environmental health and work safety, Health officer and environmental hygiene and sanitation	<ul style="list-style-type: none"> • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Master's degree: 3 • Ph.D. : 1
Middle Level		Environmental health and protection, public health protection, environment and community /social health protection, environmental science, environmental health and work safety, Health officer and environmental hygiene and sanitation	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3 	
Senior Level		Environmental health and protection, public health protection, environment and community /social health protection, environmental science, environmental health and work safety, Health officer and environmental hygiene and sanitation	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5 	
4	Biodiversity and ecosystem analyst specialist in environmental impact studies	Junior Level	Biodiversity conservation ,ecosystem conservation and/or management, ecology, natural resources management environmental management environment and sustainable development, watershed management forest management and planning, aquatic resources and wetland	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
Middle Level		Biodiversity conservation ,ecosystem conservation and/or management, ecology, natural resources management environmental management environment and sustainable development, watershed management, , forest management and planning, aquatic resources and wetland	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3 	
Senior Level		Biodiversity conservation ,ecosystem conservation and/or management, ecology, natural resources management environmental management environment and sustainable development, watershed management,	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5 	

No.	Qualification level of the environmental sector for which the certificate of qualification is issued	Level of Competence	Level of educational credential	Relevant work experience (per year)	Total Experience (in years)
			forest management and planning, aquatic resources and wetland		
5	Environmental impact study, water and energy use analyst	Junior Level	Water resources management, natural resources management, water engineering, ground water study, hydraulics engineering, geologist, hydrologist, soil and water engineering, soil and water conservation, irrigation engineering,, water shade management, aquatic resources and management, wetland conservation and management, and hydrological engineering	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
		Middle Level	Water resources management, natural resources management, water engineering, ground water study, hydraulics engineering, geologist, hydrologist, soil and water engineering, soil and water conservation, irrigation engineering,, water shade management, aquatic resources and management, wetland conservation and management, hydrological engineering	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3
		Senior Level	Water resources management, natural resources management, water engineering, ground water study, hydraulics engineering, geologist, hydrologist, soil and water engineering, soil and water conservation, irrigation engineering,, water shade management, aquatic resources and management, wetland conservation and hydrological engineering	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5
6	Environmental pollution analyst in the field of environmental impact studies	Junior Level	Environmental engineering, chemical engineering, environmental management or environmental administration, natural resources management, environmental sciences, soil and water engineering, water engineering	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
		Middle Level	Environmental engineering, chemical engineering, environmental management or environmental administration, natural resources management, environmental sciences, soil and water engineering, water engineering	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3

No.	Qualification level of the environmental sector for which the certificate of qualification is issued	Level of Competence	Level of educational credential	Relevant work experience (per year)	Total Experience (in years)
		Senior Level	Environmental engineering, chemical engineering, environmental management or environmental administration, natural resources management, environmental sciences, soil and water engineering, water engineering	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	<ul style="list-style-type: none"> • Bachelor degree : 10 • Master's degree: 7 • Ph.D. :5
7	Climate change analyst in the field of environmental impact studies	Junior Level	Climate change, environmental science, green house gaze management, chemistry, applied ecology, climate change adaptation and mitigation, environment and sustainable development,, environmental management or environmental administration, environmental law, environmental policy, at least degree and 2 years experiences urban climate change adaptation and mitigation,	<ul style="list-style-type: none"> • Bachelor degree 0 • Master's degree: 0 • Ph.D.:0 	<ul style="list-style-type: none"> • Bachelor degree : 5 • Master's degree: 3 • Ph.D. : 1
Middle Level		Climate change, environmental science, green house gaze management, chemistry, applied ecology, climate change adaptation and mitigation, environment and sustainable development,, environmental management or environmental administration, environmental law, environmental policy, at least degree and 2 years experiences urban climate change adaptation and mitigation,	<ul style="list-style-type: none"> • Bachelor degree : 2 • Master's degree: 1 • Ph.D. :0 	<ul style="list-style-type: none"> • Bachelor degree : 8 • Master's degree: 5 • Ph.D. :3 	
		Senior	Climate change, environmental science, green house gaze management, chemistry, applied ecology, climate change adaptation and mitigation, environment and sustainable development,, environmental management or environmental administration, environmental law, environmental policy, at least degree and 2 years experiences urban climate change adaptation and mitigation,	<ul style="list-style-type: none"> • Bachelor degree : 3 • Master's degree: 2 • Ph.D. :1 	

Annex 3: Requirements for consulting firms providing environmental and social impact assessment services

No.	Consulting firm level	The experts needed by the consulting firm			Fields of environmental and social impact	Other requirements
		Lists	Level of competency	Number		
1	I	Economic affairs analyst	Middle level	1	List of projects requiring full environmental impact assessment and those included in Schedule 1 <ul style="list-style-type: none"> • Formation of industrial zone • Hydropower dam construction (all elevation and power generation) • Irrigation/crop extension development • Railway construction • Construction of all high traffic roads as well as expansion/improvement of existing roads • Chemical production factory • Construction of fuel reservoir • Construction of an international airport • Oil and gold mining • Waste disposal/treatment construction 	At least two permanent employees including the manager <ul style="list-style-type: none"> • Initial capital at least 200,000(two hundred thousand)Birr • Workplace/office at least 20 square meters • Office stationery/ computers
		A social analyst	senior level	1		
		Environmental health analyst	Senior level	1		
		Climate change analyst	Middle level	1		
		Biodiversity and ecosystem analyst	Senior level	1		
		Water/natural resource use analyst	Middle level	1		
		Environmental pollution analyst	Senior level	1		

No.	Consulting firm level	The experts needed by the consulting firm			Fields of environmental and social impact	Other requirements
		Lists	Level of competency	Number		
					<ul style="list-style-type: none"> • Reserved area developments • Development projects where households are displaced • Development projects that use GMO living and foreign species • Groundwater development • Modern fish farming • Change in ecosystem use • flower farm • rubber factory • cement factory • textile industry • leather processing industry • metal casting factory • pulp industry • food/drink manufacturing industry • hospital building • Slaughterhouse construction • Construction of urban drinking water supply and water treatment plant • Government documents/policies, plans, programs • Establishment of a refugee camp • Dam to be built for water supply (100 hectares) 	

No.	Consulting firm level	The experts needed by the consulting firm			Fields of environmental and social impact	Other requirements
		Lists	Level of competency	Number		
					<ul style="list-style-type: none"> • Farming of wild animals • Investments in mountainous and hilly areas 	
2	II	Economic affairs analyst	Junior level	1	<p>List of projects requiring partial environmental impact assessment and those included in Schedule 2</p> <ul style="list-style-type: none"> • Construction of real-estate • Crop development farm (less than 1000 hectares) • Hydropower line construction • Vegetables and fruits development • Animals fattening • Rural drinking water supply and treatment plant construction • Honey bees farm • construction of rural road garage • Urban agriculture and • Environmental and social impact assessment management plan preparation 	<ul style="list-style-type: none"> • At least two permanent employees including the manager • Initial capital at least 150,000(one hundred fifty thousand)Birr • Workplace/office at least 15 square meters • Office stationery/ computers
		A social analyst	Middle level	1		
		Environmental health analyst	Junior level	1		
		Biodiversity and ecosystem analyst	Middle level	1		
		Water/natural resource use analyst	Junior level	1		
		Environmental pollution analyst	Senior level	1		