



**Ministry of Posts and Telecommunications  
Republic of Liberia**

**Western Africa Regional Digital Integration Project-Series of Projects 2 Liberia (WARDIP  
SOP2-Liberia)**

**Project ID: P500628**

**REQUEST FOR EXPRESSIONS OF INTEREST  
INDIVIDUAL CONSULTANT  
DIGITAL INFRASTRUCTURE SPECIALIST**

|                                |                                                                                                                                                                                          |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Contract Type:</b>          | Individual Consultant                                                                                                                                                                    |
| <b>Recruitment Type:</b>       | Digital Infrastructure Specialist                                                                                                                                                        |
| <b>Duration of Assignment:</b> | Twelve (12) months, renewable based on satisfactory performance, continued project need, progress in knowledge transfer and institutional capacity building, and availability of funding |
| <b>Reporting Line:</b>         | Project Coordinator, WARDIP SOP II–Liberia                                                                                                                                               |
| <b>Duty Station:</b>           | Monrovia, Liberia, with field and regional travel as required                                                                                                                            |
| <b>Duty Arrangement:</b>       | <b>In-Country (Monrovia)</b>                                                                                                                                                             |

**BACKGROUND**

The Government of Liberia (GoL) has received financing from the World Bank for the West Africa Regional Digital Integration Program-Series of Projects II (WARDIP SOP II) Liberia, implemented by the Ministry of Posts and Telecommunications. The Project seeks to increase broadband access and usage, strengthen the enabling environment for digital development, enhance the security and resilience of digital infrastructure and systems, support the expansion of digital services and skills, and advance the integration of digital markets within Liberia and across West Africa.

The Program forms part of a broader regional digital integration agenda and complements investments being implemented under the first series of WARDIP. At the regional level, WARDIP addresses policy, regulatory, infrastructure, institutional, cybersecurity, data-market, and online-market constraints that limit digital integration among participating West African countries. Through coordinated national and regional interventions, the Program seeks to promote affordable and resilient connectivity, trusted cross-border data flows, expanded digital services, greater competition and private investment, and increased participation in the regional digital economy.

Liberia's participation under WARDIP SOP II includes infrastructure investments, institutional and regulatory reforms, technical assistance, capacity building, and implementation support organized around the following components:

1. **Component I-Connectivity Market Development and Integration:** This component supports the development and integration of regional broadband connectivity markets through strategic digital infrastructure investments and improvements to the enabling policy, regulatory, institutional, and market environment. It seeks to expand affordable, reliable, resilient, and high-quality broadband connectivity; strengthen national and cross-border digital infrastructure; promote competition and infrastructure sharing; and facilitate Liberia's integration into regional connectivity markets.
2. **Component II-Digital Market Enabling Environment and Infrastructure:** This component supports the strengthening of Liberia's policy, legal, regulatory, institutional, and infrastructure foundations for digital development and regional integration. It includes interventions to improve the enabling environment for telecommunications and digital services and support strategic infrastructure and institutional arrangements required for Liberia's participation in regional digital markets.
3. **Component III-Data Market Development and Integration:** This component seeks to strengthen the environment for secure and trusted data use and exchange, including measures to improve cybersecurity and the security and resilience of digital infrastructure and systems. It supports the development of conditions for secure data exchange, storage, processing, cross-border data flows, and access to data-driven services and innovation.
4. **Component IV-Online Market Development and Integration:** This component supports the development of a robust and inclusive regional online market by strengthening the enabling environment for digital services, promoting greater uptake and use of digital platforms, supporting digital skills and capabilities, and facilitating Liberia's participation in an increasingly integrated regional digital economy.
5. **Component V-Project Management and Implementation Support:** This component provides the technical assistance, institutional strengthening, fiduciary capacity, monitoring and evaluation, environmental and social risk management, communications, operational support, and other resources required for effective preparation, coordination, management, and implementation of WARDIP SOP II–Liberia.
6. **Component VI-Contingent Emergency Response Component (CERC):** This component provides a mechanism through which the Government may rapidly access Project resources to respond to an eligible crisis or emergency, subject to applicable World Bank requirements and activation procedures.

The MoPT is the principal implementing and coordinating institution for WARDIP SOP II-Liberia. A Project Implementation Unit (PIU) has been established within MoPT to coordinate day-to-day implementation and work closely with relevant government institutions, regulators, fiduciary entities, beneficiary institutions, private-sector stakeholders, and regional partners. Liberia's participation in WARDIP comes at a particularly important stage of its national digital development. The country needs to transition from a telecommunications environment characterized by infrastructure concentration, limited international route diversity, infrastructure gaps, and affordability constraints toward a more resilient, competitive, open, and sustainable digital infrastructure ecosystem.

In March 2024 West African submarine cable disruption further demonstrated the vulnerability associated with dependence on limited international connectivity routes. WARDIP SOP II therefore provides an opportunity to strengthen Liberia's international connectivity, terrestrial backbone and backhaul infrastructure, infrastructure-sharing arrangements, domestic traffic exchange, cross-border connectivity, and resilience. Planned and related interventions include, among others, a new regional submarine cable and associated landing infrastructure; establishment and operationalization of appropriate ownership and operating arrangements, including an SPV structure; examination and utilization of the Optical Ground Wire (OPGW) and other terrestrial fiber opportunities; infrastructure-sharing and Dig-Once arrangements; geospatial infrastructure planning; Internet Exchange Point strengthening; Universal Access Fund reforms; research and education network strengthening; and climate-resilient digital infrastructure.

At the same time, Liberia's connectivity challenge extends beyond physical infrastructure to affordability, competition, quality of service, meaningful broadband adoption, and sustainable utilization of infrastructure investments. Against this background, MoPT intends to recruit a highly qualified Digital Infrastructure Specialist to provide independent, technology-neutral technical leadership and advisory support across WARDIP's digital connectivity and infrastructure portfolio, while strengthening the Ministry's long-term institutional capacity to plan, govern, supervise, and manage Liberia's digital infrastructure.

## **A. PURPOSE OF THE ASSIGNMENT**

The Digital Infrastructure Specialist will be embedded within the WARDIP PIU at MoPT, providing high-level technical advisory, procurement-support, implementation oversight, contract-management, and quality-assurance expertise for the implementation of Liberia's digital connectivity and infrastructure investments under WARDIP SOP II.

The Specialist's primary purpose is twofold. First, to ensure that infrastructure financed or supported by WARDIP SOP II is technically sound, interoperable, secure, resilient, commercially sustainable, climate-responsive, energy-efficient, scalable, and cost-effective over its full lifecycle. Second, and of equal importance, to build sustainable technical and institutional capability within MoPT and relevant national institutions, including systems, standards, records, tools, processes, and technical knowledge that remain available to the Government after completion of the Project.

## **B. SCOPE OF SERVICES AND KEY RESPONSIBILITIES**

Under the overall supervision of the WARDIP SOP II–Liberia Project Coordinator, the Digital Infrastructure Specialist shall serve as an embedded technical resource within the Project Implementation Unit (PIU), providing ongoing technical advice and implementation support for digital infrastructure activities financed or supported under the Project. The Specialist shall work in close coordination with relevant technical departments of the Ministry of Posts and Telecommunications (MoPT), other PIU specialists, participating ministries, agencies and commissions, the AC3-Liberia Special Purpose Vehicle (SPV), the Liberia Telecommunications Authority (LTA), other relevant national institutions, private-sector stakeholders, consultants and contractors, and the World Bank technical team, as appropriate. The Specialist's responsibilities shall be organized around the following five core functions:

#### **a) Technical Advisory and Planning Support**

1. Provide day-to-day technical advice to the Project Coordinator, MoPT, and the PIU on digital infrastructure matters arising during Project planning and implementation.
2. Review technical documents, designs, assessments, studies, implementation proposals, and recommendations prepared by consultants, contractors, participating institutions, and other technical service providers, and provide timely technical comments and recommendations to support Project decision-making.
3. Advise on infrastructure architecture, technology options, technical standards, interoperability, scalability, resilience, redundancy, lifecycle considerations, energy efficiency, and investment sequencing relevant to Project-supported infrastructure.
4. Provide technical advice, as required, on Project activities relating to international connectivity, submarine cable and associated landing and backhaul infrastructure, national and cross-border backbone connectivity, fiber and OPGW opportunities, shared infrastructure, Internet exchange infrastructure, rural connectivity, and other digital infrastructure investments supported under the Project.
5. Review and advise on technical requirements relating to infrastructure sharing, co-location, duct sharing, Dig-Once arrangements, open-access infrastructure, and other mechanisms intended to improve infrastructure utilization and reduce unnecessary duplication.
6. Provide technical advice on infrastructure requirements associated with emerging technologies, projected demand, capacity requirements, upgrade pathways, and future scalability, where relevant to Project-supported investments.
7. Support the integration of appropriate cybersecurity, physical security, redundancy, disaster recovery, business continuity, climate resilience, energy efficiency, renewable energy, and green ICT considerations into infrastructure planning and technical designs.
8. Coordinate technical inputs with relevant sector specialists and institutions where Project activities involve specialized areas outside the Specialist's primary mandate, including cybersecurity, energy infrastructure, environmental and social requirements, legal and commercial structuring, and telecommunications regulation.
9. Ensure that technical advice provided under the assignment remains technology-neutral and does not assume statutory regulatory responsibilities assigned to the LTA or other competent authorities, or legal, commercial, fiduciary, or transaction-advisory responsibilities assigned to other specialists or institutions.

#### **b) Procurement and Technical Evaluation Support**

1. Provide technical inputs to the preparation and review of Terms of Reference, Statements of Work, technical specifications, Bills of Quantities, Service Level Agreements, technical schedules, performance requirements, testing requirements, and acceptance criteria for digital infrastructure procurements.
2. Review technical procurement requirements to ensure that they are clear, measurable, technically appropriate, technology-neutral where applicable, scalable, interoperable, competitive, and consistent with relevant international standards and Project objectives.
3. Advise the PIU on technical performance parameters, equipment requirements, capacity requirements, upgrade provisions, warranties, operations and maintenance requirements, lifecycle considerations, and other technical provisions relevant to infrastructure procurement.
4. Support technical bid and proposal evaluations when requested, including review of technical submissions and participation in technical clarifications, while observing applicable procurement procedures and confidentiality requirements.
5. Provide technical advice during contract negotiations on matters relating to specifications, performance standards, implementation arrangements, testing, commissioning, acceptance, warranties, technical support, and other engineering requirements.
6. Work closely with the PIU Procurement Specialist and relevant evaluation committees while maintaining appropriate separation between the Specialist's technical advisory role and the procurement process responsibilities assigned to the Procurement Specialist and authorized procurement bodies.

### **c) Implementation Oversight and Contract Management Support**

1. Provide ongoing technical oversight of Project-supported digital infrastructure activities to assess implementation against approved designs, specifications, technical standards, implementation schedules, performance requirements, and contractual obligations.
2. Review technical deliverables submitted by consultants, contractors, suppliers, and other service providers and advise the Project Coordinator and relevant PIU personnel on their technical quality, completeness, conformity, and acceptability.
3. Identify technical deviations, deficiencies, delays, or non-conformities and recommend appropriate corrective measures for consideration by the Project Coordinator and other authorized Project officials.
4. Conduct or participate in field inspections, technical verification missions, progress reviews, and site meetings, as required, to support verification of infrastructure implementation.
5. Participate, where applicable, in Factory Acceptance Tests (FAT), Site Acceptance Tests (SAT), commissioning, performance testing, system integration testing, and technical acceptance processes.
6. Review as-built drawings, network diagrams, configuration records, test results, equipment documentation, operations and maintenance documentation, warranties, asset records, and other technical handover documentation submitted under infrastructure contracts.
7. Provide technical inputs to the verification of contractor and supplier milestones and deliverables for contract-management and payment purposes, without assuming financial approval or payment authorization responsibilities assigned to designated Project officials.

8. Support the PIU in assessing technical implications of proposed variations, modifications, extensions, upgrades, or other changes arising during contract implementation.
9. Provide technical advice to the PIU on infrastructure operations, maintenance, asset management, sustainability, upgrade planning, and lifecycle management where these considerations affect the long-term performance of Project-supported investments.

#### **d) Technical Risk Management and Reporting**

1. Support the PIU in identifying, documenting, monitoring, and managing technical risks and dependencies associated with Project-supported digital infrastructure activities.
2. Maintain a consolidated technical infrastructure risk register covering relevant Project investments and regularly update the register based on implementation progress and emerging issues.
3. Monitor technical implementation progress, infrastructure dependencies, contractor and supplier performance, interoperability issues, capacity constraints, resilience concerns, and other emerging technical risks.
4. Assess and advise on technical risks associated with infrastructure design, implementation, integration, testing, commissioning, operations, maintenance, cybersecurity, resilience, climate exposure, and sustainability.
5. Promptly bring significant technical, contractual, resilience, safety, implementation, or sustainability concerns to the attention of the Project Coordinator and recommend appropriate technical responses.
6. Prepare concise technical review notes, decision-support notes, implementation updates, and periodic technical reports required for PIU management, Project reporting, and World Bank implementation support.
7. Provide technical inputs to Project progress reports, implementation support missions, management meetings, and other Project monitoring and reporting processes as requested by the Project Coordinator.

#### **e) Knowledge Transfer and Institutional Capacity Building**

1. Develop and implement, in consultation with the Project Coordinator and MoPT, a structured knowledge-transfer and institutional-capacity-building plan linked to the Specialist's day-to-day responsibilities.
2. Provide practical, hands-on mentoring, coaching, and technical support to designated MoPT, PIU, and other relevant Government technical personnel through their participation in infrastructure planning, procurement, implementation supervision, testing, commissioning, and contract-management activities.
3. Support designated Government personnel in strengthening their ability to review technical designs and specifications, assess infrastructure options, monitor implementation, identify technical risks, and manage infrastructure throughout its lifecycle.
4. Contribute to the development and institutionalization of practical technical procedures, templates, checklists, review protocols, guidance notes, records-management arrangements, and other tools required for effective management of digital infrastructure activities.

5. Facilitate structured technical learning sessions and on-the-job training on relevant infrastructure topics arising from Project implementation.
6. Support the orderly transfer and institutional retention of technical records, designs, network documentation, configurations, testing records, asset information, operations and maintenance documentation, and other technical knowledge generated through Project-supported activities.
7. Promote arrangements that reduce dependence on individual consultants, contractors, suppliers, or vendors by ensuring that appropriate technical knowledge, documentation, systems, and procedures are retained within MoPT and relevant Government institutions.
8. Periodically assess progress in knowledge transfer and institutional capacity development and advise the Project Coordinator on areas requiring additional attention.

## **Cross-Cutting Responsibility**

In carrying out all the above functions, the Digital Infrastructure Specialist shall provide independent, objective, and technology-neutral technical advice. The Specialist's role is advisory and implementation-support oriented and shall not replace or assume the statutory responsibilities of the LTA, the procurement responsibilities of the PIU Procurement Specialist, the fiduciary responsibilities of designated Project entities, the commercial and legal responsibilities of transaction and legal advisors, or contractual decision-making authority reserved for authorized Government officials.

## **C. REQUIRED QUALIFICATIONS**

**Education:** The candidate shall possess either:

- **Option 1:** A Bachelor's degree in Telecommunications Engineering, Information and Communications Technology, Computer Science, Computer Engineering, Network Engineering, Information Systems, Electrical/Electronic Engineering with a telecommunications or digital infrastructure focus, or another closely related discipline, together with at least seven (7) years of relevant professional experience as specified in Section F; OR
- **Option 2:** A Master's degree in one of the above or closely related disciplines, together with at least five (5) years of relevant professional experience. Additional professional certification in project management, networking, telecommunications, cloud, cybersecurity, fiber optics, data centers, or related infrastructure fields would be an advantage.

## **D. PROFESSIONAL EXPERIENCE**

**Required Experience-**The candidate shall demonstrate:

1. Substantive professional experience in telecommunications, ICT, network engineering, or digital infrastructure, meeting the minimum years of experience corresponding to the applicable qualification track set out in Section E;

2. Substantial direct experience in the design, implementation, supervision, engineering, operation, or management of major digital infrastructure projects;
3. Demonstrated familiarity with submarine cable systems and associated landing and backhaul infrastructure, at a level sufficient to supervise, review, and provide informed technical oversight of submarine cable activities. This requirement may be met through experience in any of the following capacities: direct engineering, design, or construction involvement; project or contract management of submarine cable procurements; consortium, SPV, or ownership entity involvement; regulatory or policy oversight; or technical advisory roles. Candidates should clearly describe the nature and depth of their submarine cable exposure in their expression of interest;
4. Demonstrated substantive experience in at least two of the following areas:
  - a. national or regional fiber backbone networks;
  - b. metropolitan fiber networks;
  - c. cross-border terrestrial connectivity;
  - d. OPGW infrastructure;
  - e. mobile broadband networks;
  - f. microwave transmission;
  - g. data centers, cloud, or colocation infrastructure;
  - h. Internet Exchange Points;
  - i. rural broadband;
  - j. satellite connectivity; or
  - k. research and education networks;
5. Demonstrated experience preparing or reviewing technical specifications, Bills of Materials, Statements of Work, technical procurement documentation, and acceptance requirements;
6. Experience in infrastructure contract management, engineering supervision, or vendor management;
7. Experience conducting technical bid or proposal evaluations;
8. Practical experience with testing, commissioning, FAT, SAT, and infrastructure acceptance processes;
9. Demonstrated understanding of cybersecurity, network resilience, redundancy, disaster recovery, and business continuity as they relate to digital infrastructure;
10. Experience working in developing-country, emerging-market, or infrastructure-constrained environments; and
11. Excellent written and spoken English, including strong technical writing, analytical, presentation, and stakeholder-engagement skills.

## **E. Highly Desirable Experience**

The following would be considered strong advantages:

1. Experience with World Bank, African Development Bank, European Union, or other development-financed digital infrastructure projects;
2. Experience in Liberia or the wider West African region;
3. Experience in small-market telecommunications environments;

4. Public-Private Partnership (PPP) or Special Purpose Vehicle (SPV) infrastructure experience, particularly in the context of submarine cable or other major connectivity infrastructure;
5. Infrastructure-sharing, open-access, co-location, or Dig-Once implementation experience;
6. GIS/geospatial infrastructure mapping experience;
7. Renewable-energy-powered telecommunications infrastructure experience;
8. NREN or research and education networking experience;
9. Experience integrating Low Earth Orbit or other satellite technologies into national connectivity strategies; and
10. Experience working across ministries, telecommunications regulators, operators, utilities, infrastructure owners, and private investors while maintaining appropriate institutional and regulatory role separation.
11. Professional certifications such as CCNP/CCIE, JNCIP/JNCIE, PMP, PRINCE2, ITIL, ISO/IEC 27001, fiber-optic, cloud, data-center, or equivalent industry certifications would be advantageous but shall not substitute for the required academic qualifications and demonstrated professional experience.

## **F. TECHNICAL WORKING RELATIONSHIPS**

The Digital Infrastructure Specialist will work closely with, as applicable:

1. WARDIP SOP II–Liberia PIU specialists, including the Procurement Specialist, Environmental and Social Specialist, Financial Management Specialist, and other technical staff;
2. MoPT technical departments and relevant senior management;
3. Liberia Telecommunications Authority;
4. Ministry of Finance and Development Planning and relevant fiduciary structures;
5. AC3 Liberia and associated submarine cable project entities;
6. Cable Consortium of Liberia;
7. LIBTELCO or successor national infrastructure entities;
8. Liberia Electricity Corporation and TRANSCO CLSG, as applicable;
9. Environmental Protection Agency;
10. National Disaster Management Agency;
11. Liberia Research and Education Network and NREN stakeholders;
12. relevant ministries, agencies, commissions, and public institutions;
13. Internet service providers and mobile network operators;
14. infrastructure owners and private investors;
15. World Bank technical and implementation teams;
16. ECOWAS and WARDIP regional structures; and
17. other relevant national, regional, and international stakeholders.

The Specialist shall maintain appropriate professional independence, confidentiality, and institutional role separation in providing technical advice.

## **G. DUTY STATION, FIELD WORK AND TRAVEL**

The primary duty station shall be Monrovia. The Specialist shall undertake regular field missions, technical inspections, and verification visits to locations including:

1. Submarine cable landing facilities and associated infrastructure;
2. Terrestrial fiber routes and backbone infrastructure;
3. Telecommunications towers and transmission sites;
4. Data centers and other digital facilities;
5. Electricity transmission and OPGW infrastructure;
6. Government facilities and priority public institutions;
7. Universities and research and education network facilities;
8. Underserved counties and communities;
9. Border-crossing and cross-border connectivity infrastructure; and
10. Construction and installation sites.

Regional and international travel may also be required for WARDIP, ECOWAS, submarine cable, Factory Acceptance Testing, cross-border infrastructure, and other relevant technical activities.

## **H. REPORTING AND COORDINATION ARRANGEMENTS**

The Digital Infrastructure Specialist shall report directly to the WARDIP SOP II-Liberia Project Coordinator. The Specialist shall work in close day-to-day coordination with the relevant technical departments of MoPT, other PIU specialists, participating institutions, and World Bank technical teams.

The Specialist shall provide regular technical reports to the Project Coordinator, including quarterly technical implementation and risk reports as specified in the Key Deliverables section. The Specialist shall also participate in World Bank implementation support missions and provide technical inputs to the Bank as requested by the Project Coordinator.

The Specialist shall provide technical advice within the mandate of the assignment and shall not assume the statutory regulatory functions of the Liberia Telecommunications Authority, fiduciary functions assigned to designated project entities, or contractual decision-making authority reserved for authorized Government officials.

## **I. KNOWLEDGE TRANSFER AND INSTITUTIONAL CAPACITY DEVELOPMENT**

Knowledge transfer shall constitute a core contractual obligation under this assignment. Within the initial period of the assignment, the Specialist shall prepare a Knowledge Transfer and Institutional Capacity Development Plan identifying:

1. Technical personnel to be mentored;
2. Priority institutional capacity gaps;
3. Training and mentoring activities;
4. Technical standards and procedures to be institutionalized;
5. Systems and tools to be transferred;
6. Measurable knowledge-transfer targets; and

7. Arrangements to ensure continuity following completion of the assignment.

Performance assessments and any consideration of contract renewal shall take into account the Specialist's demonstrated contribution to sustainable national technical capacity in addition to satisfactory delivery of infrastructure-related assignments.

## **J. PROFESSIONAL CONDUCT AND CONFLICT OF INTEREST**

The Specialist shall maintain the highest standards of professional integrity, independence, objectivity, and confidentiality. The Specialist shall disclose any actual, potential, or perceived conflict of interest involving telecommunications operators, equipment manufacturers, infrastructure providers, contractors, consultants, investors, SPV participants, or other entities associated with WARDIP activities. The Specialist shall provide independent and technology-neutral technical advice and shall not favor any vendor, manufacturer, operator, technology, or commercial interest except based on objectively established technical, economic, operational, resilience, and lifecycle considerations.

## **K. APPLICATION PROCEDURE**

Interested and qualified candidates are invited to submit an Expression of Interest (EOI) demonstrating their qualifications and experience relevant to the assignment. Applications should include:

1. signed Expression of Interest/Cover Letter;
2. detailed Curriculum Vitae;
3. copies or evidence of relevant academic and professional qualifications;
4. evidence of relevant World Bank-financed procurement experience;
5. details of at least three professional references; and
6. any other supporting documentation considered relevant to demonstrating suitability for the assignment.

**Electronic Submission:** [wardip.project@mopt.gov.lr](mailto:wardip.project@mopt.gov.lr) with copy to: [neorgreaves@mopt.gov.lr](mailto:neorgreaves@mopt.gov.lr) and [morris123karu@gmail.com](mailto:morris123karu@gmail.com)

### **Hard Copy Submission:**

#### **Attention to:**

Ka-Rufus G. Morris  
Project Procurement Specialist  
Western Africa Regional Digital Integration Project-Liberia (WARDIP-SOP II-Liberia)  
Ministry of Posts and Telecommunications  
McDonald and Carey Streets  
Monrovia, Liberia

Applications must include EOI, CV, and any relevant supporting documents, and must be received **no later than 4:00 p.m. (GMT) on Friday, October 30, 2026.**

Interested applicants are encouraged to visit the **Ministry of Posts and Telecommunications (MoPT) website ([www.mopt.gov.lr](http://www.mopt.gov.lr))** for detailed information on the ToR for position.

For further information or clarification, interested applicants may contact the Project Procurement Specialist during official working hours (09:00 a.m. to 5:00 p.m., Monday to Friday) through - Telephone: +231- 0777- 549- 476